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# WOMEN

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& Logistics

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**MILITARY WOMEN  
IN THE  
DEPARTMENT OF DEFENSE**  
VOLUME I

**APRIL 1983**



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# PREFACE

The Defense Advisory Committee on Women in the Services (DACOWITS) requested the Office of the Secretary of Defense (OSD) to provide an analysis of officer and enlisted summary data to answer the question "How are women progressing (over time and compared to men)?" This booklet is intended to satisfy that request. The concept is to produce a standard package of comparative data that can be updated annually and used by the members of DACOWITS for general information and as a basis for forming more specific questions. This booklet also serves as a supplement to the October, 1981 OSD *Background Review: Women in the Military*.

Two types of "pictures" are needed to answer the basic question of how military women are doing compared to men and over time. The first type of picture is a snapshot—a static look at where women and men are as of today. The second type is a moving picture—how did women get to where they are today. This booklet provides both pictures. Section I is a static look at women and men officers in the military by grade, occupation, Service, experience, education, and other characteristics as of September, 1982. Section II is a similar portrayal for enlisted women and

men. Section III is a graphical portrayal of advancement of military women and men for the last decade. This section shows how women have progressed in the military since entering in large numbers beginning in 1972-1973.

A set of data of this magnitude has not been condensed and made available as a body of information previously. The Defense Manpower Data Center culled data from sixty million individual records to provide the information. Explanation of this data is offered but conclusions are not drawn. This booklet represents a starting point in developing a standard compilation of information that will be useful to the members of the DACOWITS.

Many people contributed to this booklet. John Brophy, Evangeline Paredes, Bill Sachs, and Mary Lou Blunt of OSD and Robert Brandewie, Dennis Van Langen, Alex Sinaiko, and Zee Ferris of the Defense Manpower Data Center deserve to be singled out. Please bring errors or suggestions for improvement to the attention of LTC Harry J. Thie, OASD(MRA&L) MP&FM/O&EPM, The Pentagon, Washington, D.C. 20301.

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# INTRODUCTION TO SECTIONS I AND II

## OFFICER AND ENLISTED

Military women in all Services are fulfilling vital military requirements with the same high degree of competence as military men. Today, over 190,000 officers and enlisted women account for about 9% of the active force compared to 1972 when 45,000 women made up 1.5% of the active force.

When one reviews the history of women in the military, several phases are apparent. The first, which involved the temporary utilization of women on a relatively large scale in WWI and WWII, was based on the notion of "freeing a man to fight." At the peak of WWI, approximately 49,000 women were in uniform, 73% of whom were in the Army or Navy Nurse Corps. All were returned to civilian status in 1919. During WWII, nearly 350,000 women again answered the call to "free a man to fight." They served in almost every occupation except direct combat. However, by 1948, less than 15,000 women continued in uniform in the nursing service. The number of women in uniform again rose temporarily during the Korean conflict and Vietnam era of the 1970s.

In 1967, Congress repealed the laws restricting the number of military women and thus began the second stage, which saw a dramatic increase in utilization of women in peacetime forces. During the 1970s, the number of women in uniform rose by over 350% to 150,000. The increase was spurred primarily by social pressures for equal opportunity with particular emphasis on utilization of women in nontraditional skills.

Unfortunately, little effort was made during this period to empirically determine the best way to utilize women based on skill, mission, and readiness requirements.

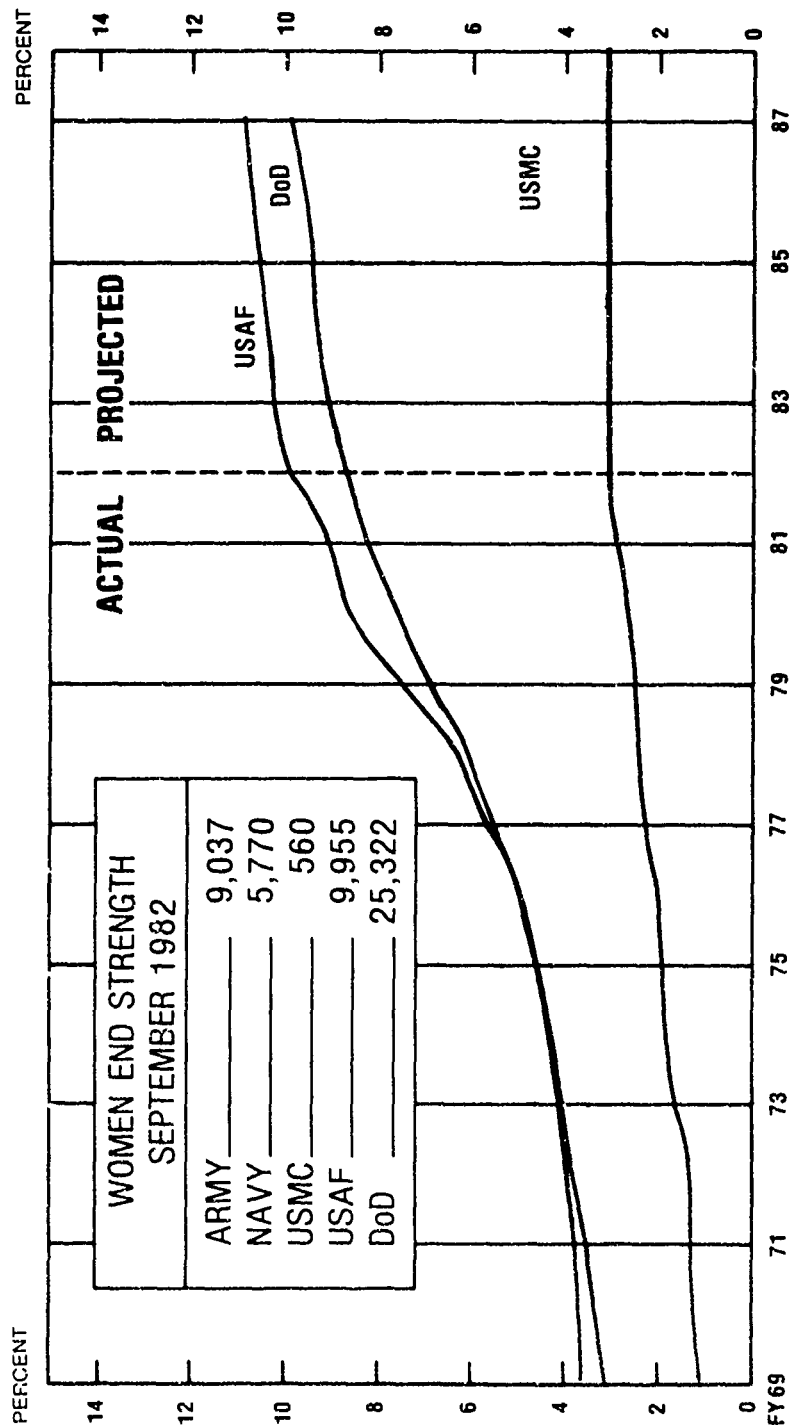
The decade of the 1980s starts a third phase in which more clearly defined requirements for women in uniform are being established in all Services. These requirements are being developed based on the proven capability of women in manning specific military requirements. In recognition of the vital role women play in sustaining the readiness of our military forces, the Services have increased the number of women in uniform from 150,000 to 190,000 over the last three years. Our projections call for continued sustained growth over the next five years. Over the same period, greater numbers of women are expected to progress into supervisory positions. A 28% increase in women officers and a 27% increase in the top six enlisted grades is projected by 1987.

The data and information in the next two sections portray the status of women officers (Section I) and enlisted women (Section II) as of September 30, 1982 in comparison to men. Characteristics of service members and indicators of performance were chosen for these comparisons. Unless otherwise noted, the percentage distributions of men and women use the number of men or women as the denominator and the number of men or women with the characteristic of interest as the numerator. (S. 6)

**SECTION  
I  
OFFICER**

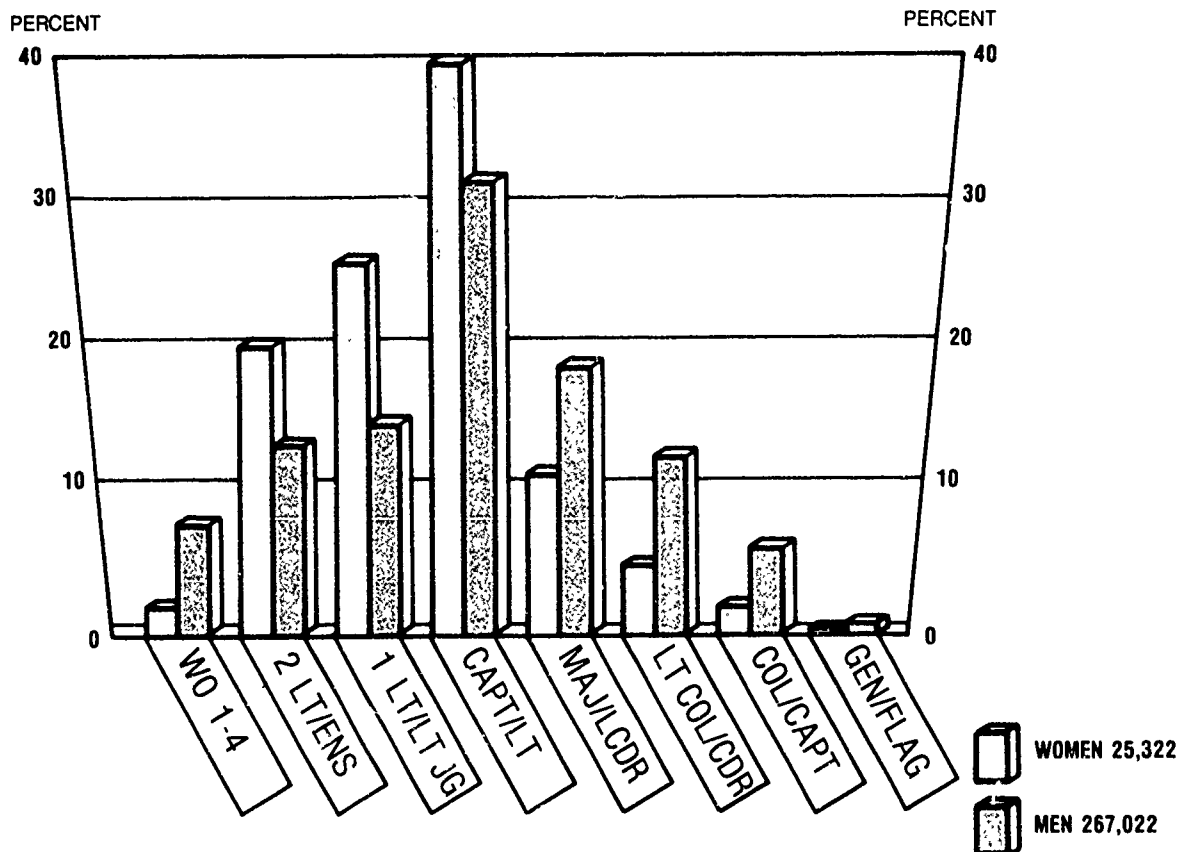


# WOMEN AS A PERCENTAGE OF TOTAL ACTIVE DUTY OFFICER END STRENGTHS



# OFFICER DISTRIBUTION

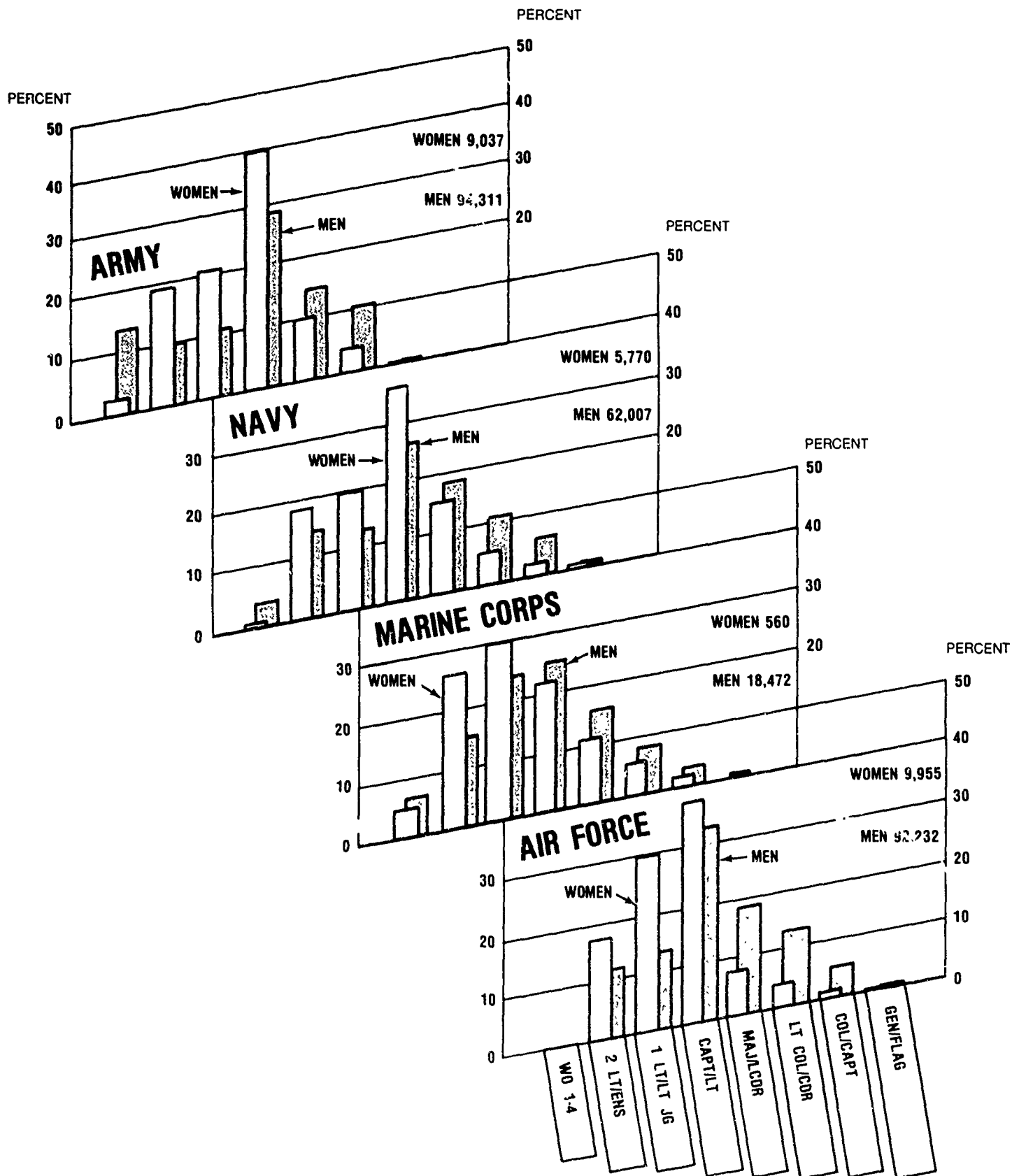
## TOTAL DoD — SEPTEMBER 1982



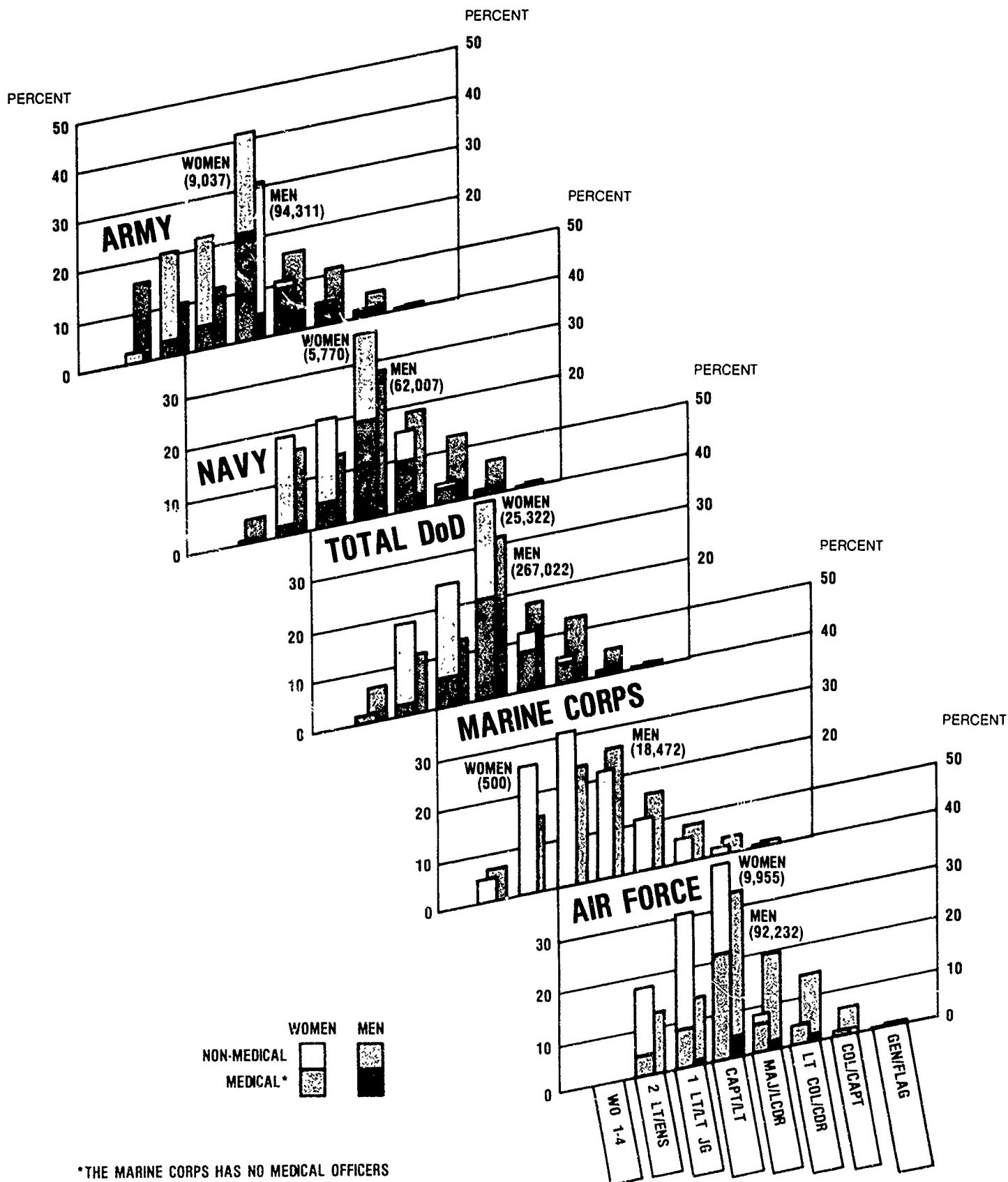
Women are clustered in the middle to lower officer grades. This is a reflection of women entering the bottom of the closed military personnel system in large numbers beginning in 1972. With continued progress and with time, the distribution of women officers should begin to approximate that of men. Grade distributions for each Service are on the next page. Two items deserve note: the Air Force has no War

rant Officers, the Marine Corps grade distribution for women is different than the other Services because the USMC does not have a medical structure. Medical services for the USMC are provided by the Navy. In the succeeding page, grade distributions for the medical field are shown in contrast to the non-medical fields.

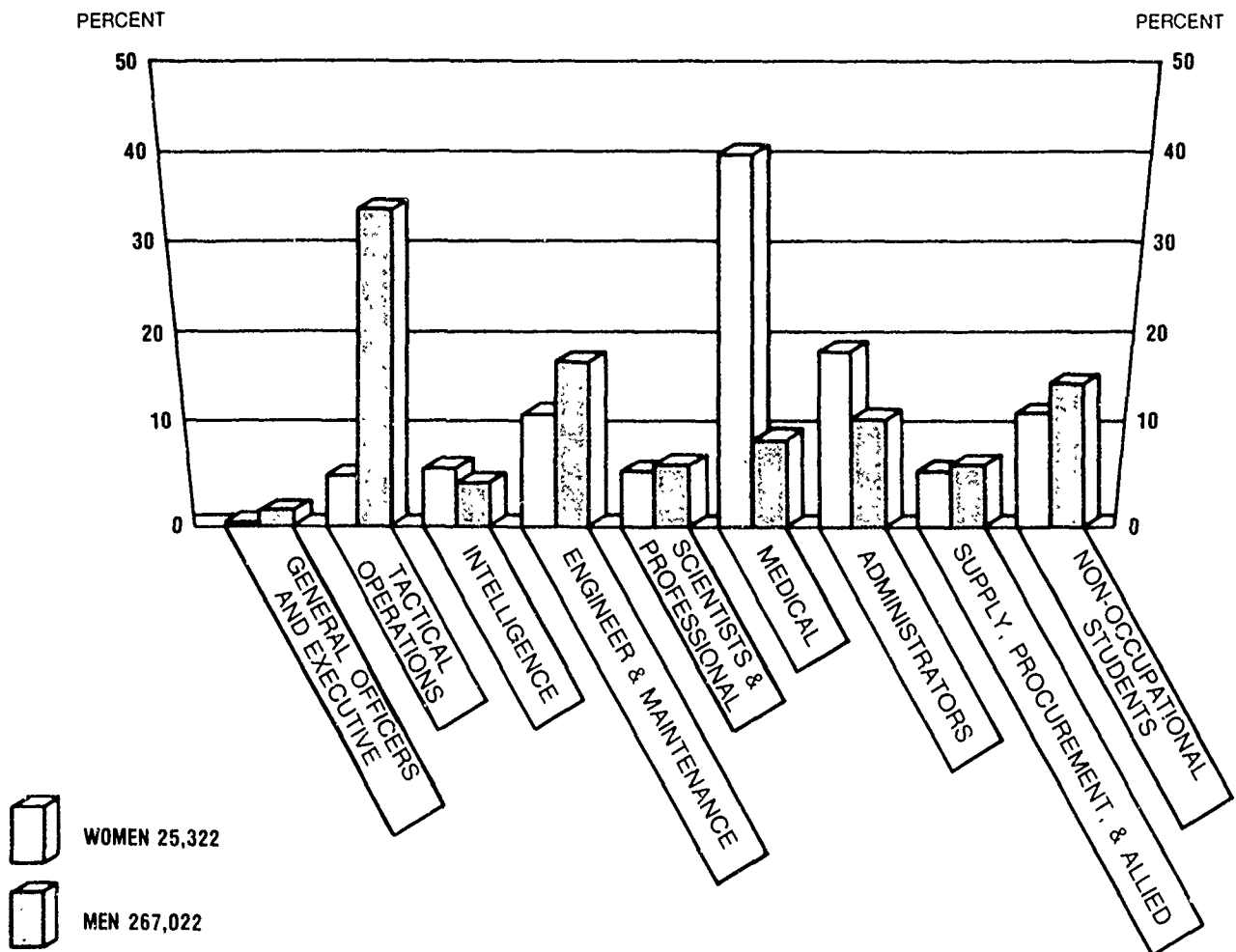
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# OFFICER DISTRIBUTION — SEPTEMBER 1982



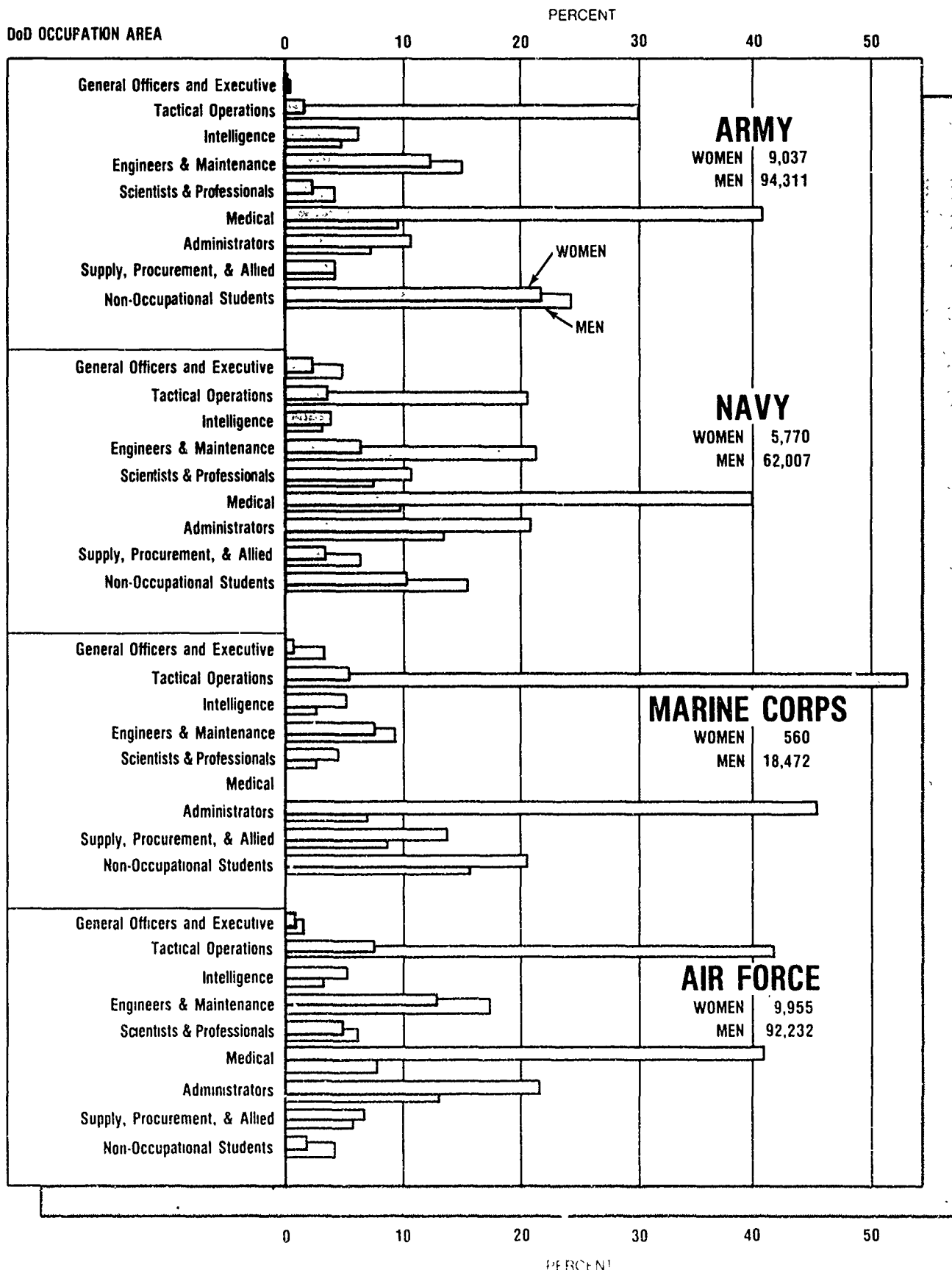
# OCCUPATIONAL DISTRIBUTION OF TOTAL DoD ACTIVE DUTY OFFICERS — as of 30 SEPTEMBER 1982



Each Service has its own job/occupational classification system that is used to identify job positions and people with skills to do those jobs. The Army and the Navy use officer specialty designators, the Air Force uses Air Force Specialty Codes, and the Marine Corps uses Military Occupational Specialties. To provide a useful scheme for cross-service analyses, the Department of Defense developed an occupational coding system and mapped each of the Service skills into this umbrella system. The DoD Occupational Codes are maintained by the Defense Manpower Data Center. Definitions of each of these codes are included in succeeding pages. While the Services explain and

analyze using their own schemes, the DoD system used here is helpful in understanding the fields in which military men and women serve. Positions with duties and responsibilities that have been judged similar are grouped together, but these positions are not necessarily identical, they may vary considerably as a result of inter-Service differences in mission, equipment, and concept of personnel utilization and development. Of particular interest in these charts is that over forty percent of women officers are in the medical field. This pattern is similar in each of the Services except the Marine Corps whose medical services are provided by the Navy.

# OCCUPATIONAL DISTRIBUTION OF TOTAL ACTIVE DUTY OFFICERS — as of SEPTEMBER, 1982



# OFFICER DoD OCCUPATION CODES\*

Occupational Area..... 1-digit grouping  
Occupational Group..... 2-digit grouping

## NOTE:

The term "officer" includes all military occupations and/or billet designators that require persons who are commissioned or warrant officer.

1. General Officers and Executive, N.E.C. - Includes all officers of General/Flag rank and all commanders, directors, and planners not elsewhere classified.

IA. General and Flag - Includes all occupations where individuals involved are of General or Flag rank.

IB. Executives, N.E.C. - Includes all directors, planners and executives not elsewhere classified, and all Marine Corps full Colonels.

2. Tactical Operations Officers - Includes pilots and crews and operations staff officers.

2A. Fixed-Wing Fighter and Bomber Pilots - Includes pilots of various types of fighter, attack, and bomber aircraft.

2B. Other Fixed-Wing Pilots - Includes non-fighter and bomber fixed-wing pilots such as those engaged in transport, supply and reconnaissance.

2C. Helicopter Pilots - Includes pilots of various types of helicopters.

2D. Aircraft Crews - Includes navigators, bombardiers, radar intercept officers, and other officer aircraft crew personnel.

2E. Ground and Naval Arms - Includes infantry, artillery, armor and close support officers, and Naval ship commanders and other warfare-related officers

2F. Missiles - Includes guided and ballistic missile systems officers and unit commanders

2G. Operations Staff - Includes combat, operations, and intelligence staff officers.

3. Intelligence Officers - Includes strategic, general, and communications intelligence officers, and counterintelligence officers.

3A. Intelligence, General - Includes strategic, general and technical intelligence gathering, analysis, interpretation, and summary.

3B. Communications Intelligence - Includes intercept, analysis, translation, cryptology, and related communications intelligence.

3C. Counterintelligence - Includes installation, area, and other internal and counterintelligence.

4. Engineering and Maintenance Officers - Includes design, development, production, and maintenance engineering officers.

4A. Construction and Utilities - Includes civil engineers, architects, and other construction and utilities officers.

4B. Electrical/Electronic - Includes electrical and electronic engineers and equipment maintenance officers not classified under Group 4C.

4C. Communications and Radar - Includes communications engineers and communications and radar design, installation, operation, and maintenance officers.

4D. Aviation Maintenance and Allied - Includes aircraft maintenance officers and aeronautical engineers.

4E. Ordnance - Includes weapons engineering and maintenance officers, excluding missile officers.

4F. Missile Maintenance - Includes guided and ballistic missile design, test, and maintenance officers and missile engineers.

4G. Ship Construction and Maintenance - Includes officers concerned with design, development, construction, production, alteration, maintenance, and repair of ships and their equipment.

\* This is an extract from the DoD Occupational Conversion Manual December 1982

4H. Ship Machinery - Includes officers who perform functions similar to those listed in 4G with respect to ships' main propulsion and auxiliary Machinery; also includes officers involved in the operation of such machinery.

4I. (not used)

4J. Safety - Includes ground, aviation, weapons, and nuclear safety officers.

4K. Chemical - Includes chemical engineers and staff officers.

4L. Automotive and Allied - Includes engineers and maintenance officers whose primary concern is with automotive and related equipment.

4M. Surveying and Mapping - Includes surveying topographic and geodetic engineers, and cartographic and aerial mapping officers.

4N. Other - Includes engineering and maintenance officers that are not readily classified in one of the previous groups.

5. Scientists and Professionals - Includes physical, biological, and social scientists, and other professionals such as lawyers and chaplains.

5A. Physical Scientists - Includes physicists, chemists, geologists, and other physical scientists except meteorologists.

5B. Meteorologists - Includes meteorologists and weather officers.

5C. Biological Scientists - Includes microbiologists, entomologists, physiologists, and other biological scientists.

5D. Social Scientists - Includes historians, economists, sociologists, and other social scientists except psychologists.

5E. Psychologists - Includes all psychologists and human performance engineers.

5F. Legal - Includes lawyers and legal officers.

5G. Chaplains - Includes ordained and other certified clergymen

5H. Social Workers - Includes medical, psychiatric, and other social workers

5J. Mathematicians and Statisticians - Includes mathematicians, statisticians, operations research analysts, and other mathematical scientists.

5K. Educators and Instructors - Includes teachers and military college faculty members, excluding training administrators.

5L. Research and Development Coordinators - Includes research and development directors, coordinators, and administrators.

5M. Community Activities Officers - Includes counselors and human relations officers.

5N. Scientists and Professionals, N.E.C. - Includes scientists and professionals that are not readily classifiable in one of the previous groups.

6. Medical Officers - Includes physicians, dentists, nurses, veterinarians, and closely allied professional medical service officers.

6A. Physicians - Includes all medical doctors, the occupations being arranged by specialty.

6C. Dentists - Includes all dental officers, oral surgeons, and dental specialists.

6E. General Nurses - Includes professional nurses on general duty or command and staff duty.

6F. Nursing Specialists - Includes professional nurses on specialized duties requiring substantial advanced training.

6G. Veterinarians - Includes veterinarians and related animal care or food inspection specialists.

6H. Allied Medical - Includes therapists, optometrists, pharmacists, and other licensed personnel closely associated with patient care and treatment. Excludes psychologists and medical research scientists.

7. Administrators - Includes general and specialized administration and management officers

7A. Administrators, General - Includes adjutants, aides, general administrative officers, and others not classifiable in one of the following groups

7B. Training Administrators - Includes officers engaged in the planning, management, and operation of training programs.



7C. Manpower and Personnel - Includes manpower and personnel managers, administrators, analysts, and related officers.

7D. Comptrollers and Fiscal - Includes budget, finance, and accounting officers.

7E. Data Processing - Includes computer systems officers.

7F. Pictorial - Includes photographic, motion picture, and television officers.

7G. Information - Includes public and internal information officers.

7H. Police - Includes enforcement, investigations, corrections, and security officers.

7L. Inspection - Includes Inspector General and technical inspection positions.

7M. Medical Administration - Includes medical and hospital registrars and administrators.

7N. Morale and Welfare - Includes band, recreation, and special services officers.

8. Supply, Procurement and Allied Officers - Includes officers in supply, procurement and production, transportation, food service, and related logistics activities not elsewhere classified.

8A. Logistics, General - Includes officers in broad, multifunction logistics activities not specific to a single class of supply or a single supply operation.

8B. Supply - Includes general, technical, and unit supply officers.

8C. Transportation - Includes land, sea, and air transportation operations officers, and traffic and travel control officers.

8D. Procurement and Production - Includes contracting, property, and other procurement and production officers.

8E. Food Service - Includes club and mess managers and other food service officers.

8F. Exchange and Commissary - Includes all officers involved in the operation and management of military exchanges and commissaries.

8G. Other - Includes printing and publications, housing, and other supply service officers not classifiable in one of the previous groups.

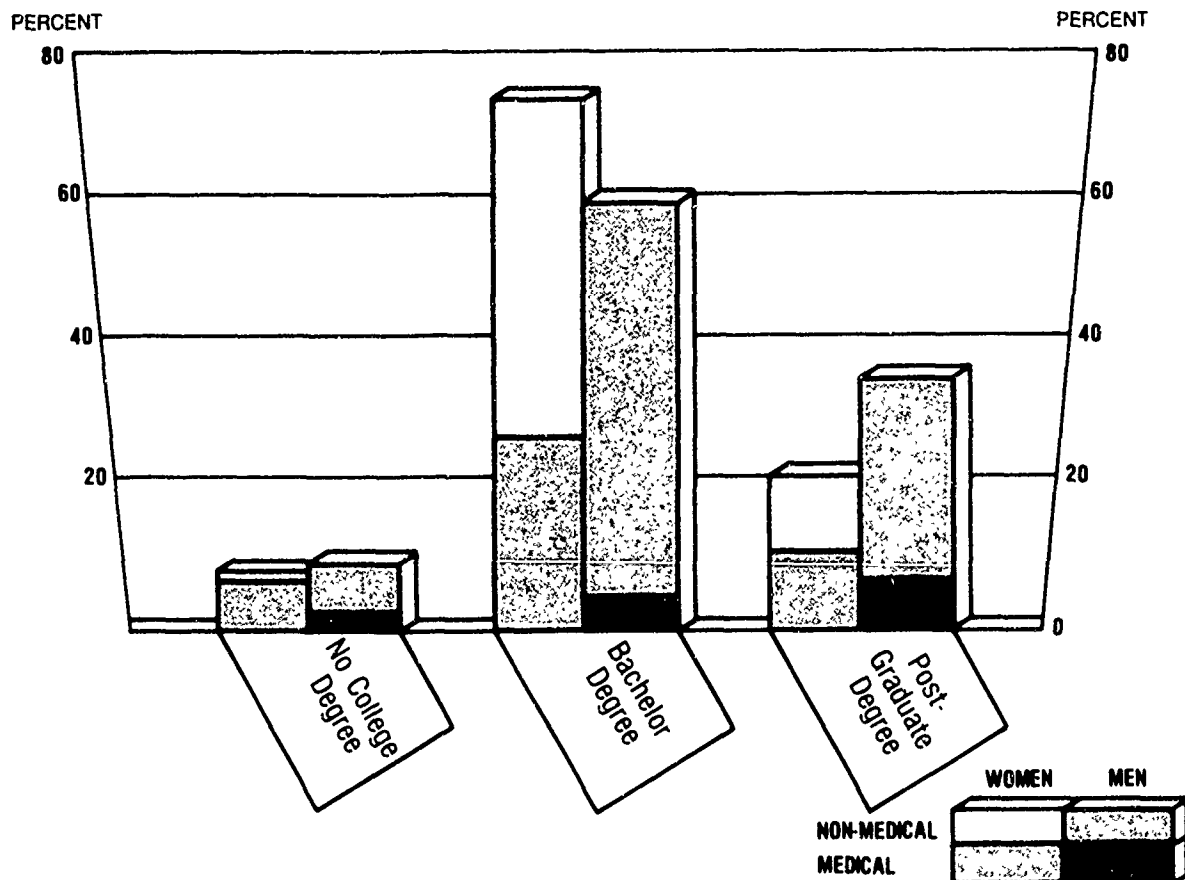
9. Non-Occupational - Includes patients, students, trainees, and other officers who for various reasons are not occupationally qualified.

9A. Patients - Includes officers holding patient designations.

9B. Students - Includes law students, medical students, flight students, and other trainees.

9E. Other - Includes billet designators, officers new to their occupational field, and other non-occupational officers and designations not included in the previous groups.

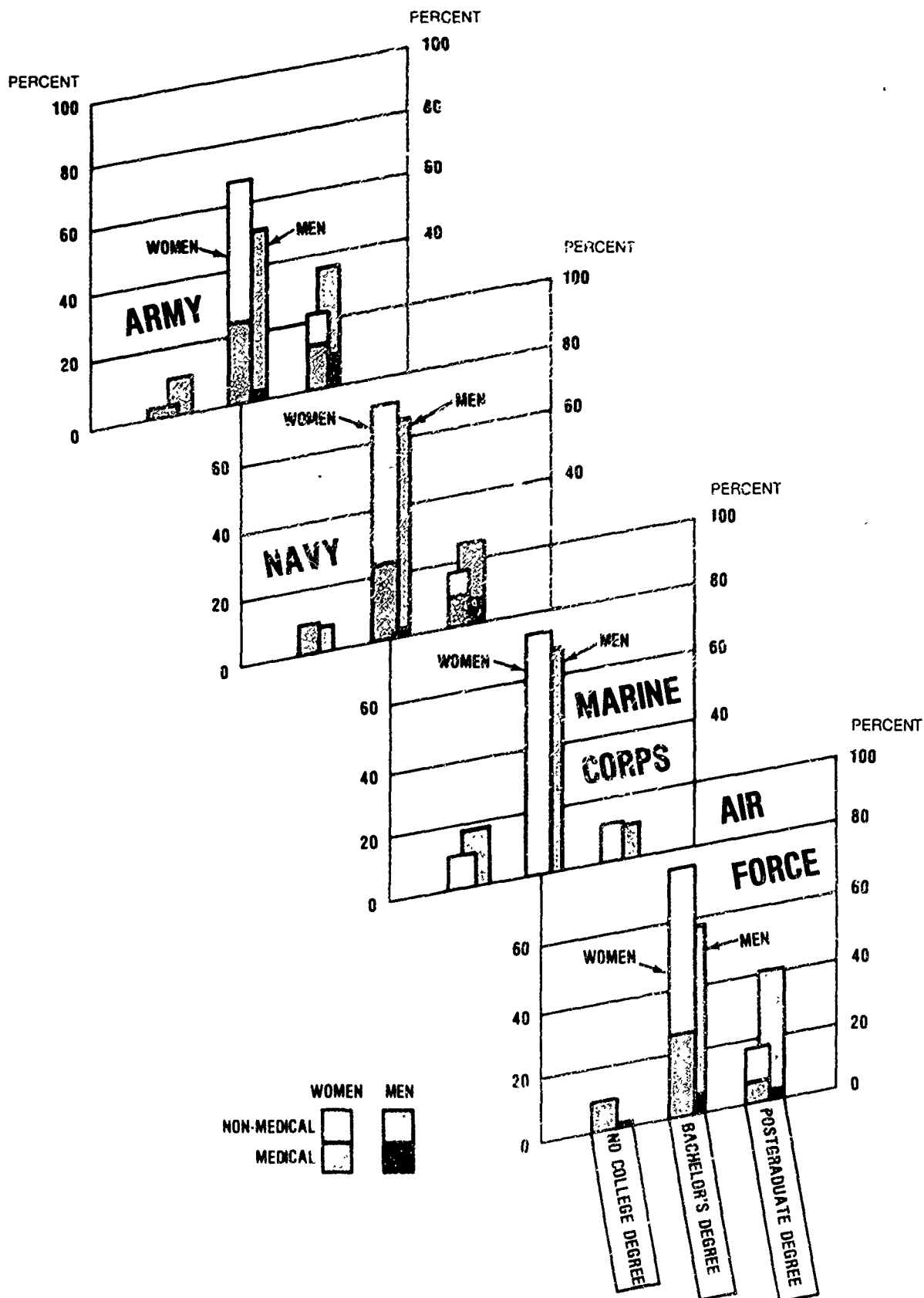
# OFFICER CIVILIAN EDUCATION LEVELS TOTAL DoD — FY 1982



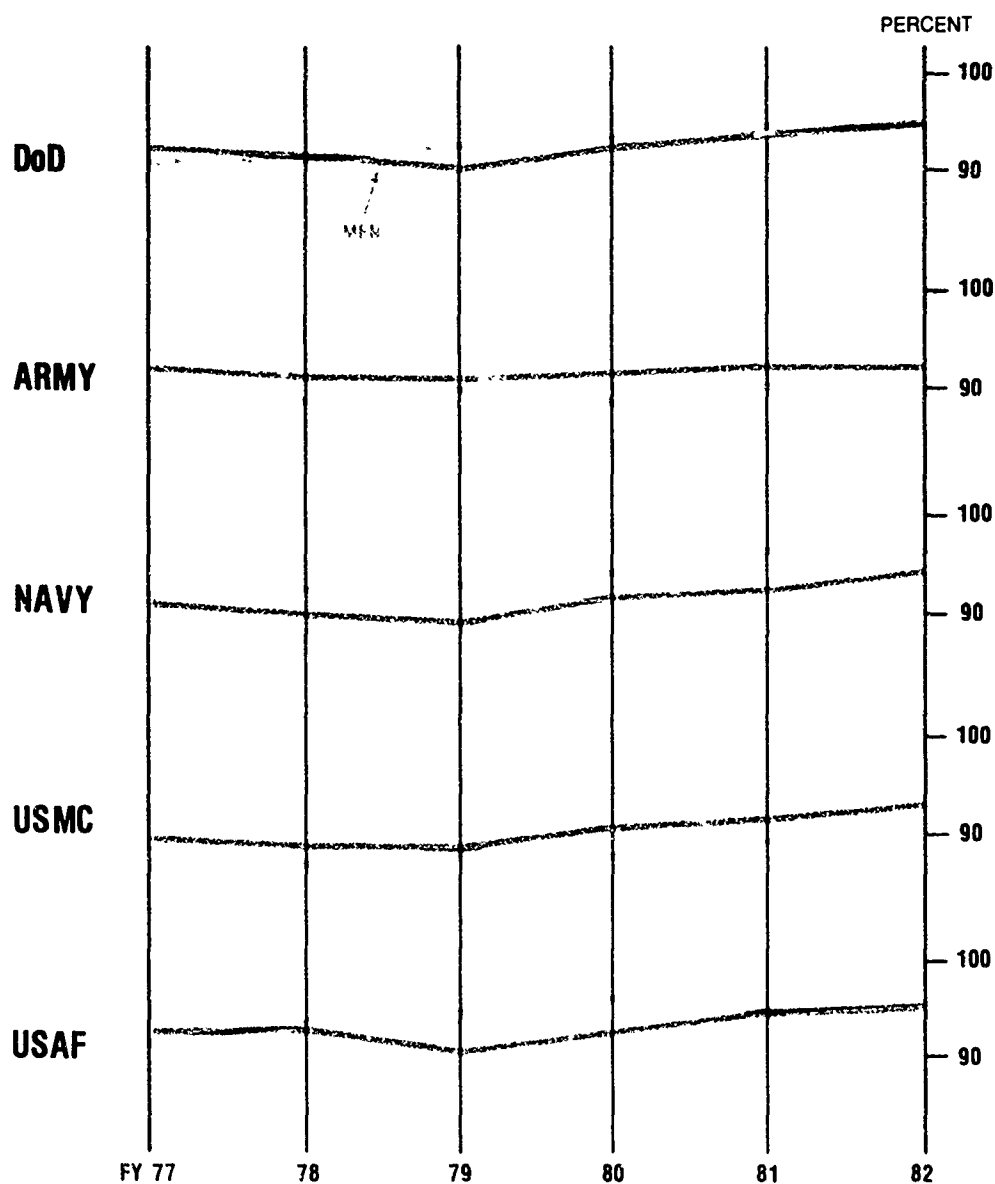
All commissioned officers are expected to have at least a baccalaureate degree, warrant officers have an associate degree or some college as a standard. In these charts, differences in education between the medical and non-medical fields can be seen. Women without a four-year degree are primarily nurses who have an appropriate degree for their profession, men without a four-year degree are primarily warrant officers. Women and men in about the same proportion

have at least a baccalaureate degree. However, a greater proportion of men have advanced degrees. This may be correlated with grade distribution — women are clustered in pay grades 01 to 03 as a result of recent entry patterns; it could also reflect occupational distributions. In the medical field, about twenty-three percent of women have advanced degrees while about sixty-three percent of men do.

# OFFICER CIVILIAN EDUCATION LEVELS — FY 1982



# CONTINUATION RATES (COMMISSIONED OFFICERS EXCLUDING MEDICAL AND LEGAL)

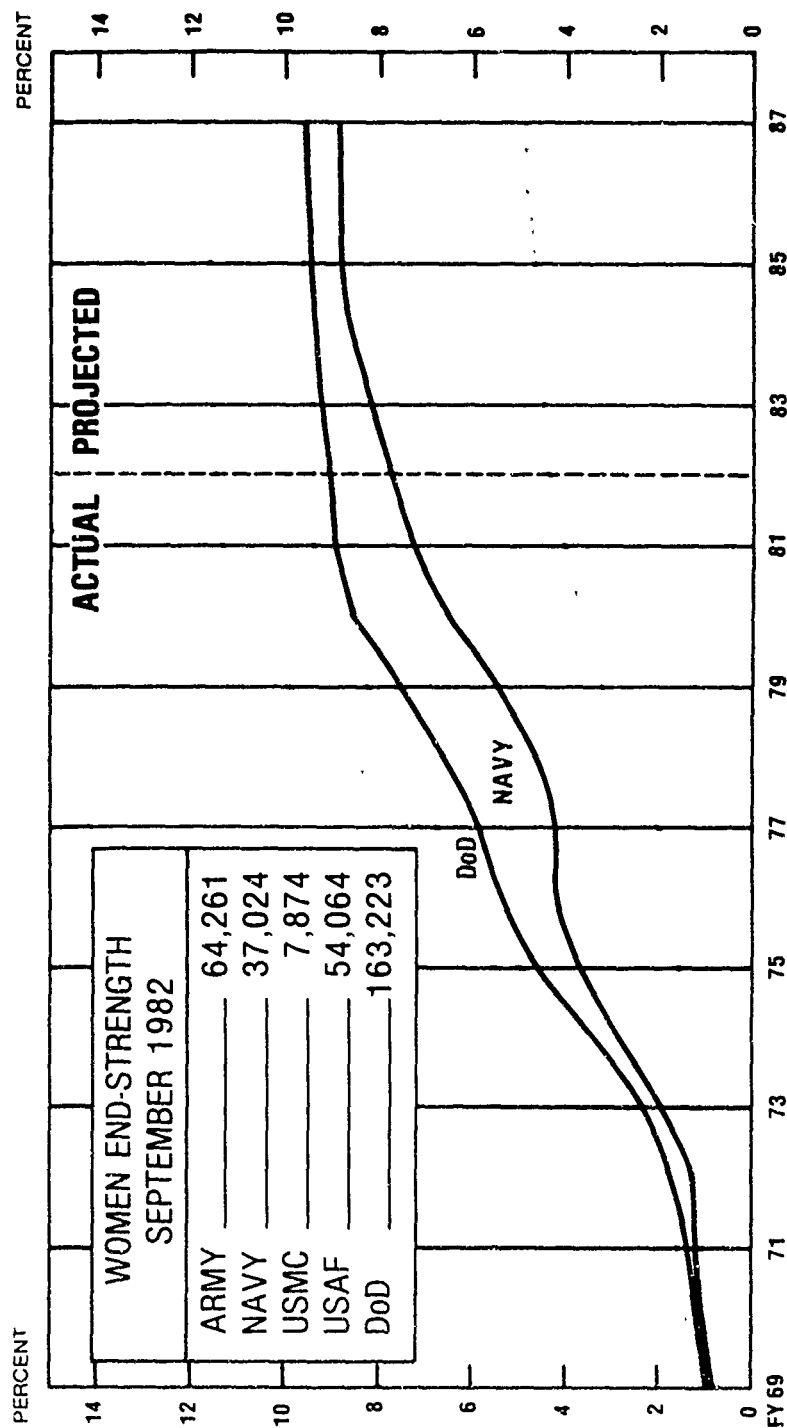


Retention of officers can be shown in different ways. The trends shown here are simple continuation rates for commissioned officers excluding medical and legal officers. These continuation rates are calculated by dividing the number of officers, men and women, on active duty at the beginning of the fiscal year

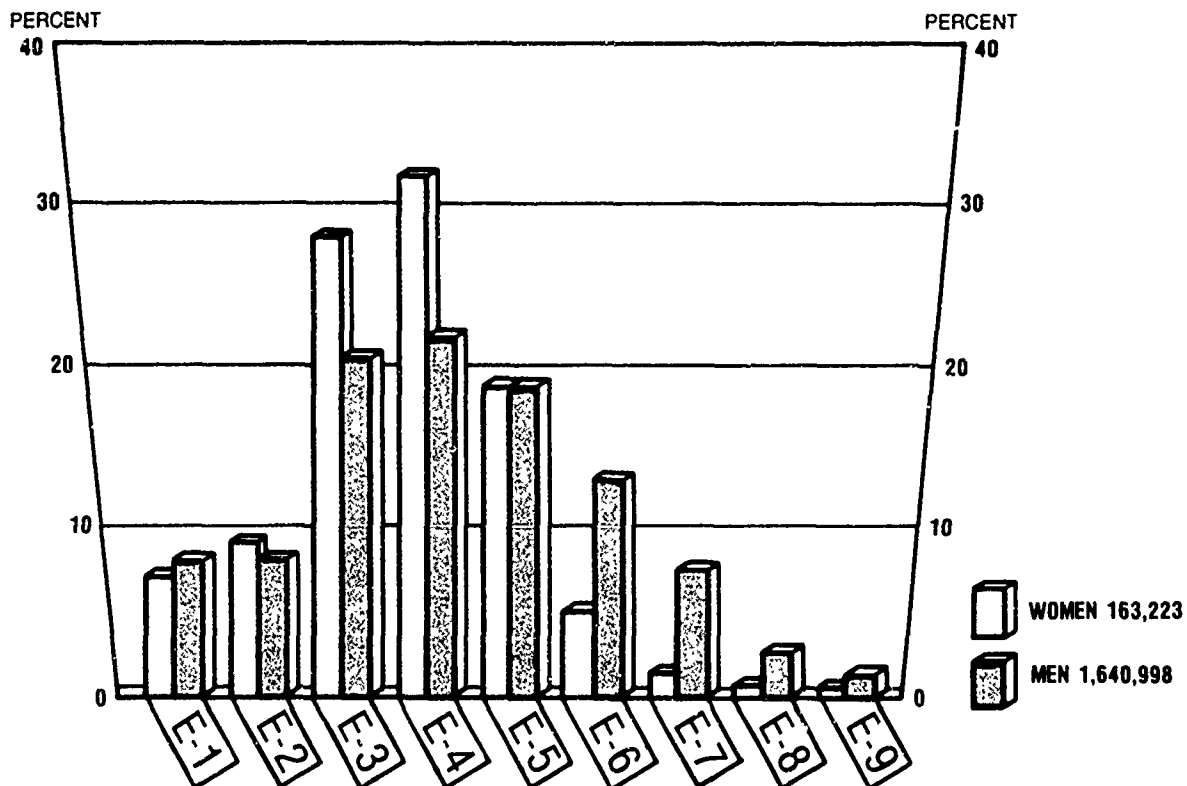
shown into the number of that group remaining on active duty at the end of the fiscal year. These continuation rates show higher retention for women in the Navy and Air Force and higher retention for men in the Army and Marine Corps.



# WOMEN AS A PERCENTAGE OF TOTAL ACTIVE DUTY ENLISTED END STRENGTHS



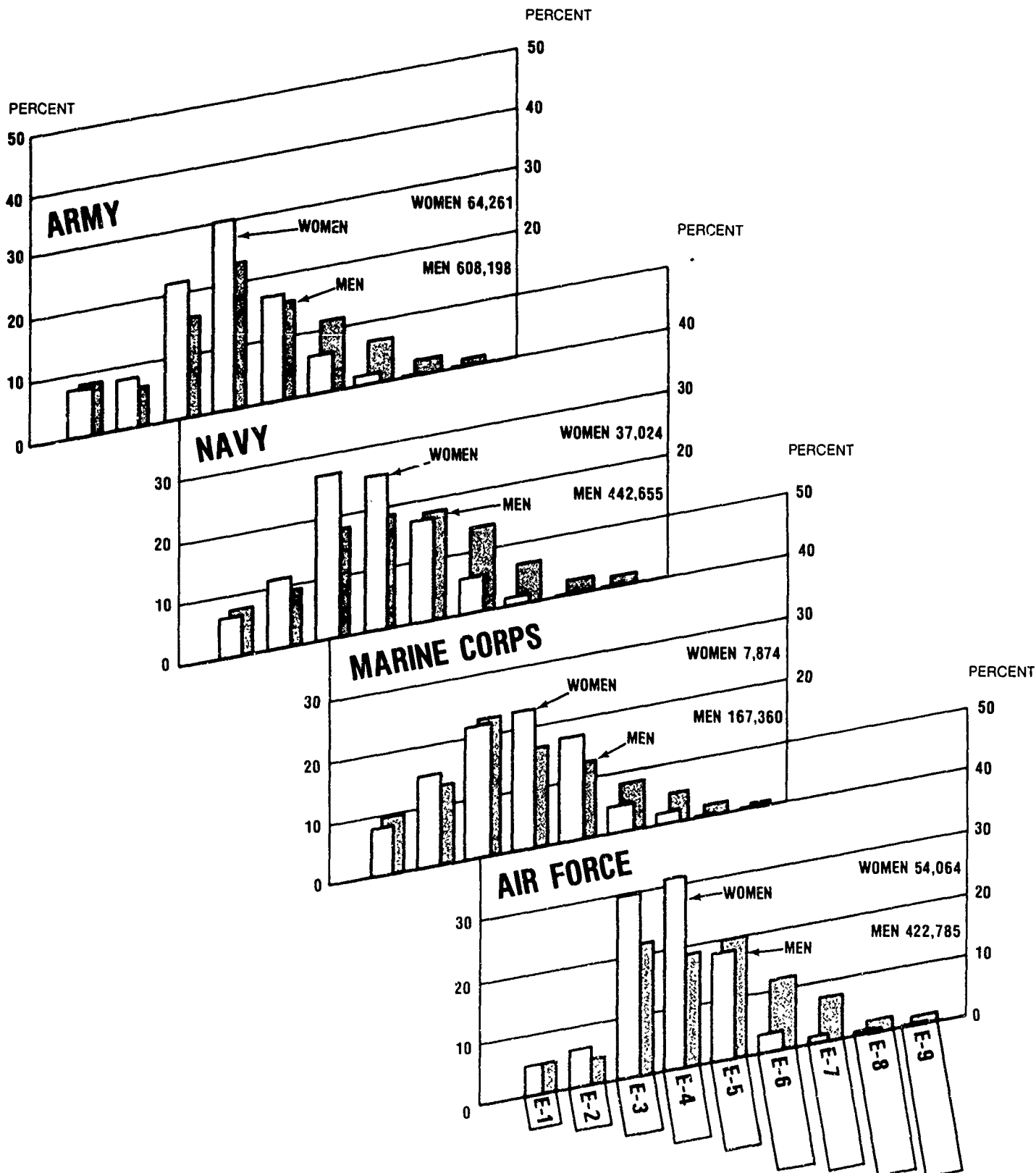
# ENLISTED DISTRIBUTION TOTAL DoD — SEPTEMBER 1982



Because of the large influx of enlisted women beginning in 1972, 95% of all enlisted women have less than ten years of service and 71% have less than five years of service. Comparable figures for enlisted men are 76% and 53% respectively. In the essentially closed (no entry at higher grades) military personnel system, grade comparability of women and men is a

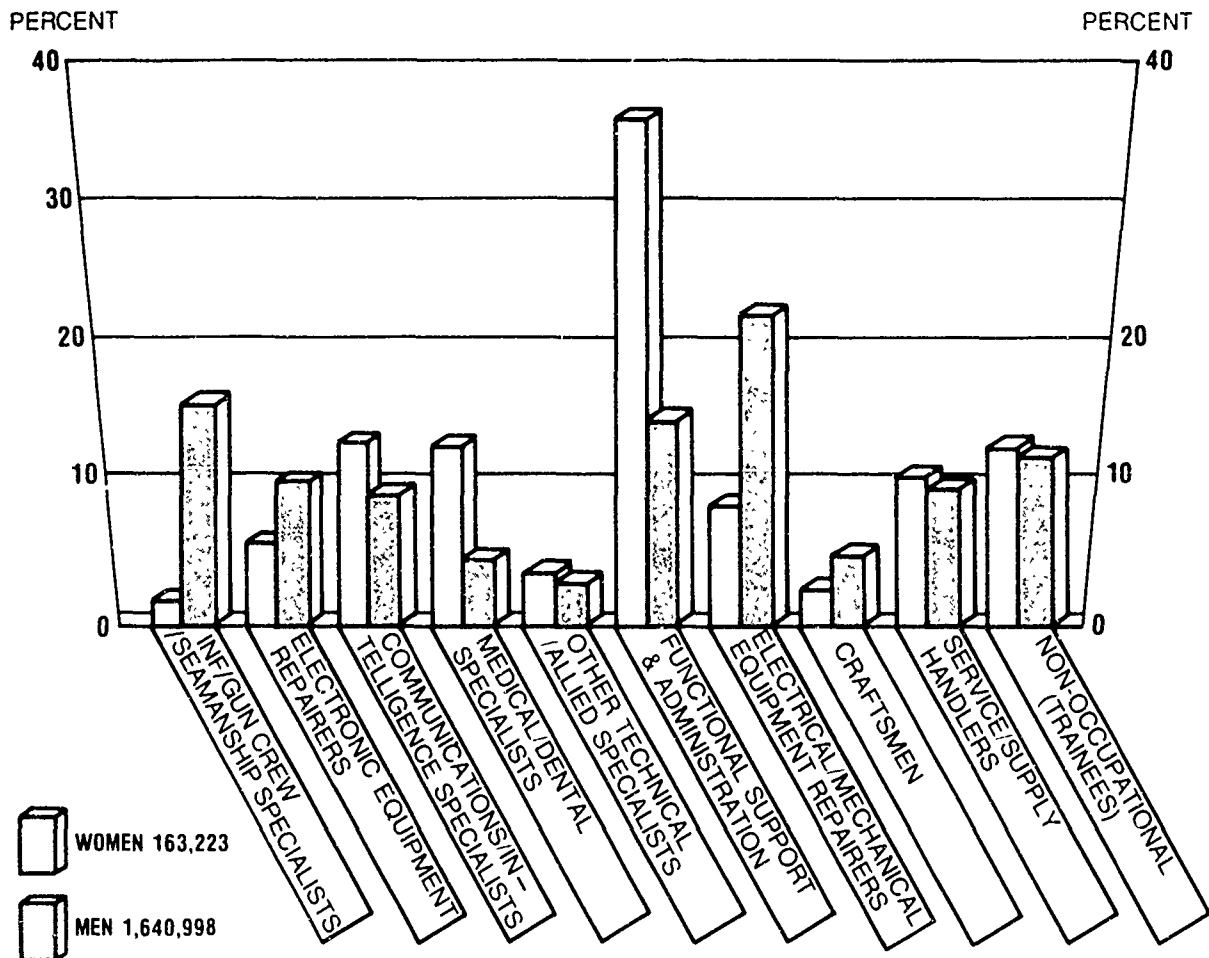
function of time in service. This static look at a point in time reflects the grades to which women have advanced in their progress through the military personnel system since entering the Armed Forces in large numbers. When women and men time in service distributions become comparable, grade distributions should also be comparable.

# ENLISTED DISTRIBUTION — SEPTEMBER 1982





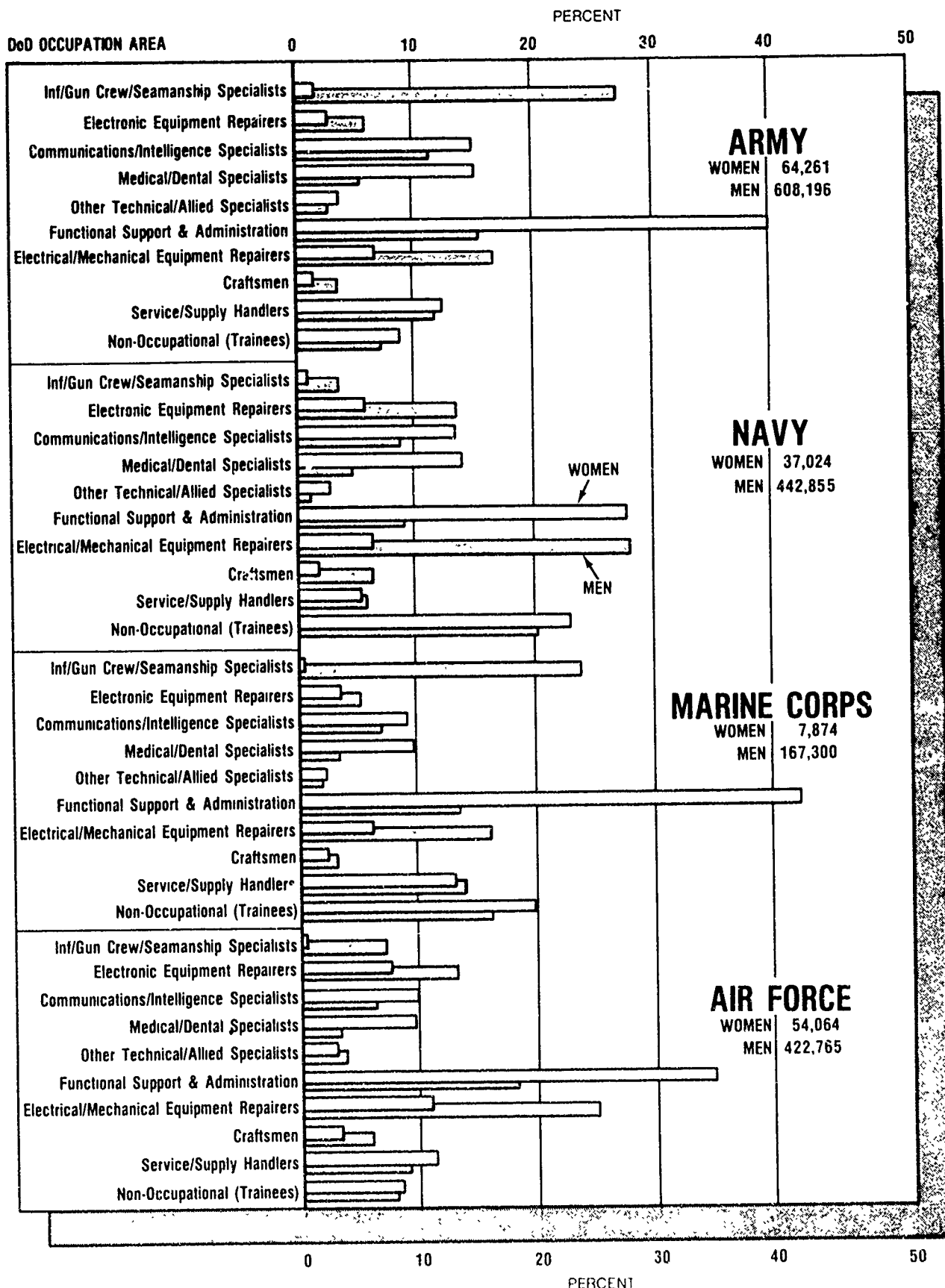
# OCCUPATIONAL DISTRIBUTION OF TOTAL DoD ACTIVE DUTY ENLISTED — as of 30 SEPTEMBER 1982



Each of the Services has a unique job classification scheme for enlisted personnel. The Army uses Military Occupational Specialties (MOS), the Navy uses ratings, the Marine Corps uses MOS that are defined differently than those of the Army, the Air Force uses Air Force Specialty Codes (AFSC). DoD has developed an umbrella coding system for enlisted personnel. Definitions of enlisted occupational areas and Service data are shown in succeeding pages. Medical/Dental

and Support/Administration are the occupational fields usually considered traditional for women although this varies by Service. Slightly more than ten percent of enlisted women are in the medical field (compared to more than forty percent of officers). The small number of women in the infantry/gun crew specialty serve primarily in high-altitude air defense and some air crew positions.

# OCCUPATIONAL DISTRIBUTION OF TOTAL ACTIVE DUTY ENLISTED — as of SEPTEMBER, 1982



# ENLISTED DoD OCCUPATION CODES\*

Occupational Area..... 1 - digit grouping  
Occupational Group..... 2 - digit grouping

0. Infantry, Gun Crews, and Seamanship Specialists - Includes individual weapons specialists and crew-served artillery specialists, armor and amphibious crewmen, and specialists in combat engineering and seamanship.

01. Infantry - Includes weapons specialists, ground reconnaissance specialists, special forces, and military training instructors.

02. Armor and Amphibious - Includes land and amphibious tank crews and leaders.

03. Combat Engineering - Includes specialists in hasty and temporary construction of airfields, roads and bridges, and in demolition, field illumination, and chemical warfare.

04. Artillery/Gunnery, Rockets, and Missiles - Includes conventional field, anti-air and shipboard guns and artillery, and rocket and missile specialists.

05. Air Crew - Includes pilots and navigators, flight engineers, and other air crewmen.

06. Seamanship - Includes boatswains, navigators, and other seamanship specialists.

07. Installation Security - Includes specialists who guard weapon systems, defend installations, and protect personnel, equipment, and facilities.

1. Electronic Equipment Repairers - Includes specialists in the maintenance and repair of various types of electronic and allied equipment, including radio, radar, navigation, weapons, and computers, among others.

10. Radio/Radar - Includes fixed and mobile radio, air traffic and tracking radar, communication, navigation, and electronic countermeasure gear.

11. Fire Control Electronic Systems (Non-Missile) - Includes the maintenance and repair of electronic fire control and bomb navigation equipment, excluding missile and underwater fire control equipment.

12. Missile Guidance, Control and Checkout - Includes specialists in guidance, control and checkout equipment for guided and ballistic missiles.

13. Sonar Equipment - Includes specialists in underwater detection and fire control systems, oceanographic equipment, and related anti-submarine gear.

14. Nuclear Weapons Equipment - Includes specialists in the maintenance and repair of nuclear weapons control and test equipment.

15. ADP Computers - Includes all digital and analog computers.

16. Teletype and Cryptographic Equipment - Includes teletype and associated on-and-off line encryption devices.

19. Other Electronic Equipment - Includes training devices, inertial navigation systems, and electronic instruments specialists.

2. Communications and Intelligence Specialists - Includes the operation and monitoring of radio, radio teletype, radar, sonar and allied communications and intelligence consoles. Also includes the gathering and interpretation of photographic, electronic, and documentary intelligence.

20. Radio and Radio Code - Includes operators of radio, radio teletype, and visual communications equipment.

21. Sonar - Includes specialists in the operation of sonar and related detection equipment

22. Radar and Air Traffic Control - Includes the operation of surveillance, target acquisition and tracking radars, fire distribution devices, and air traffic control visual and electronic navigational aids

\* This is an extract from the DoD *Occupational Conversion Manual*, December 1982

23. Signal Intelligence/Electronic Warfare - Includes the intercept, translation, and analysis of foreign communications, and the operation of electronic countermeasures equipment.

24. Intelligence - Includes the gathering, receipt, and analysis of non-signal intelligence data, the interrogation of prisoners, other language translators and interpreters, image interpretation, and specialists in counter intelligence and investigative activities.

25. Combat Operations Control - Includes specialists in forward area tactical operations and intelligence and in command post control activities.

26. Communications Center Operations - Includes the receipt and distribution of messages, the operation of communications center equipment, and the operation of major field communications systems.

3. Medical and Dental Specialists - Includes specialists in patient care and treatment and in technical and related medical and dental services.

30. Medical Care - Includes all medical care and treatment excluding dental care.

31. Technical Medical Services - Includes laboratory, pharmaceutical, and x-ray services.

32. Related Medical Services - Includes specialists in sanitation, health preservation and veterinary services, and preventive medical services.

33. Dental Care - Includes specialists in dental care and treatment and in related technical and laboratory services.

4. Other Technical and Allied Specialists - Includes specialists in technical and professional-type skills not elsewhere classified. These skills include photography, cartography, meteorology, ordnance disposal, laboratory analysis, and music, among others.

40. Photography - Includes still, motion, and television cameramen, precision photographic processing, editing and broadcasting.

41. Mapping, Surveying, Drafting, and Illustrating - Includes photomapping, map compiling, drafting, illustrating, and construction and topographic surveying and computing.

42. Weather - Includes specialists in the collection of weather and sea condition data and in weather forecasting.

43. Ordnance Disposal and Diving - Includes the excavation and rendering safe of explosive ordnance and of chemical and nuclear agents, and underwater demolition and other types of diving.

45. Musicians - Includes military bandmen and special band musicians.

49. Technical Specialists, N.E.C. - Includes physical science laboratory analysts, specialists in memorial activities, safety, NBC warfare, and fire-fighting and damage control and other technical specialists and aides such as scientific and engineering assistants.

5. Functional Support and Administration - Includes general administrative, clerical and personnel specialists. Also includes administrative specialists in data processing, information, and related areas, and functional support specialists in areas such as supply, transportation, and flight operations.

50. Personnel - Includes specialists in personnel administration, personnel and manpower management, and recruiting and counseling.

51. Administration - Includes clerks, typists, and stenographers and legal and medical administrative specialists.

52. Clerical/Personnel - Includes combined personnel and administrative specialists and senior enlisted personnel whose primary responsibilities are non-technical.

53. Data Processing - Includes computer operators, analysts, and programmers and electric accounting machine operators.

54. Accounting, Finance and Disbursing - Includes audit and budget specialists, disbursing clerks, and other related specialists.

55. Other Functional Support - Includes specialists who provide support in the functional areas of supply accounting and procurement, transportation, flight operations and related areas.

56. Religious, Morale and Welfare - Includes chaplains' assistants and specialists in theater, arts, sports, and related activities.

57. Information and Education - Includes specialists in public affairs, radio/TV, and other types of information and education.

6. Electrical/Mechanical Equipment Repairers - Includes specialists in the maintenance and repair of electrical, mechanical, hydraulic, and pneumatic equipment.

60. Aircraft and Aircraft Related - Includes aircraft engines, electrical systems, structural components and surfaces, and launch equipment.

61. Automotive - Includes construction equipment and other wheeled and tracked vehicles.

62. Wire Communications - Includes specialists in the installation and maintenance of telephones, switchboards, and central office and related interior communications equipment.

63. Missile Mechanical and Electrical - Includes missiles and missile systems and related components.

64. Armament and Munitions - Includes small arms, artillery, mines, bombs and associated mountings, nuclear weapons, and ammunition renovation.

65. Shipboard Propulsion - Includes marine main engines, boilers and auxiliary equipment.

66. Power Generating Equipment - Includes nuclear power reactors and primary electric generating plants.

67. Precision Equipment - Includes optical and other precision instruments and office machines.

69. Other Mechanical and Electrical Equipment - Includes specialists in the maintenance and repair of mechanical and electrical equipment which is not readily classifiable in another group.

7. Craftsmen - Includes the formation, fabrication, and installation of structures and components, the installation and maintenance of utilities, and related trades and crafts.

70. Metalworking - Includes specialists in the machining, shaping, and forming of metal and in the fabrication of metal parts.

71. Construction - Includes specialists in construction trades and construction equipment operation.

72. Utilities - Includes plumbers, heating and cooling specialists, and electricians.

74. Lithography - Includes the making of printing plates, composing, and the operation of offset and letter presses.

75. Industrial Gas and Fuel Production - Includes specialists in the production of liquid oxygen, hydrogen, nitrogen, and carbon dioxide.

76. Fabric, Leather, and Rubber - Includes specialists in the maintenance and repair of leather, rubber, and fabric.

79. Other Craftsmen, N.E.C. - Includes specialists in trades such as molding, camouflage, and plastic work, which are not readily classifiable elsewhere in this section.

8. Service and Supply Handlers - Includes personnel involved in protective and personal services and non-clerical personnel involved in warehousing, food handling, and motor transportation.

80. Food Service - Includes specialists in the handling, preparation, and serving of food.

81. Motor Transport - Includes the operation of wheeled and tracked vehicles (except construction equipment) and railway equipment.

82. Material Receipt, Storage and Issue - Includes specialists in the receipt, storage, issue, and shipment of general and specialized classes of supplies, excluding ammunition.

83. Law Enforcement - Includes military police, protective and corrections specialists, and criminal and non-criminal inspectors and investigators.

84. Personal Service - Includes laundry, dry cleaning, and related services.

85. Auxiliary Labor - Includes unskilled laborers and their supervisors.

86. Forward Area Equipment Support - Includes specialists in parachute packing and repair, in aerial delivery operations, and in flight equipment fitting and maintenance.

87. Other Services, N.E.C. - Includes service specialists who are not readily classifiable in one of the other groups in this section.

9. Non-Occupational - Includes patients and prisoners, students and trainees, and other enlisted and civilian personnel and designators of a non-occupational nature.

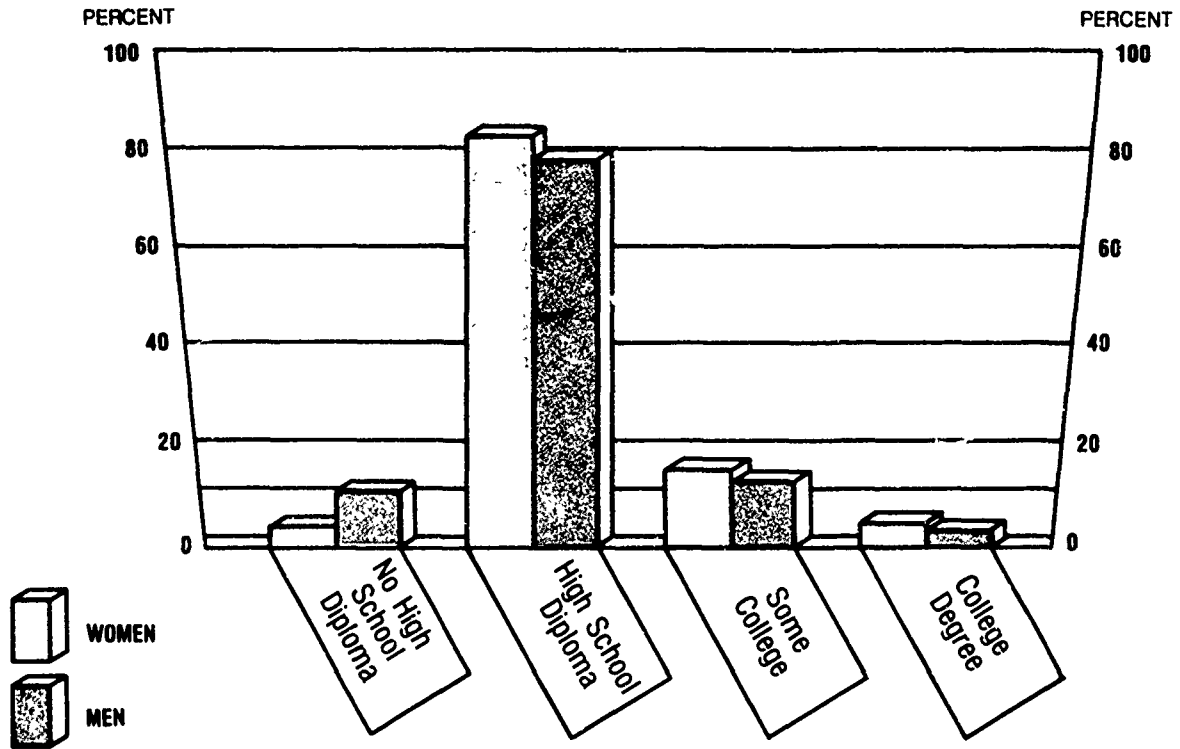
90. Patients and Prisoners - Includes personnel holding patient or prisoner designations.

91. Officer Candidates and Students - Includes personnel or authorizations for personnel in training to become commissioned or warrant officers and personnel or authorizations for personnel in a student status.

92. Undesignated Occupations - Includes personnel or authorizations for personnel serving in duties of a special or otherwise undesignated nature.

95. Not Occupationally Qualified - Includes boot-campers and other personnel in a training status.

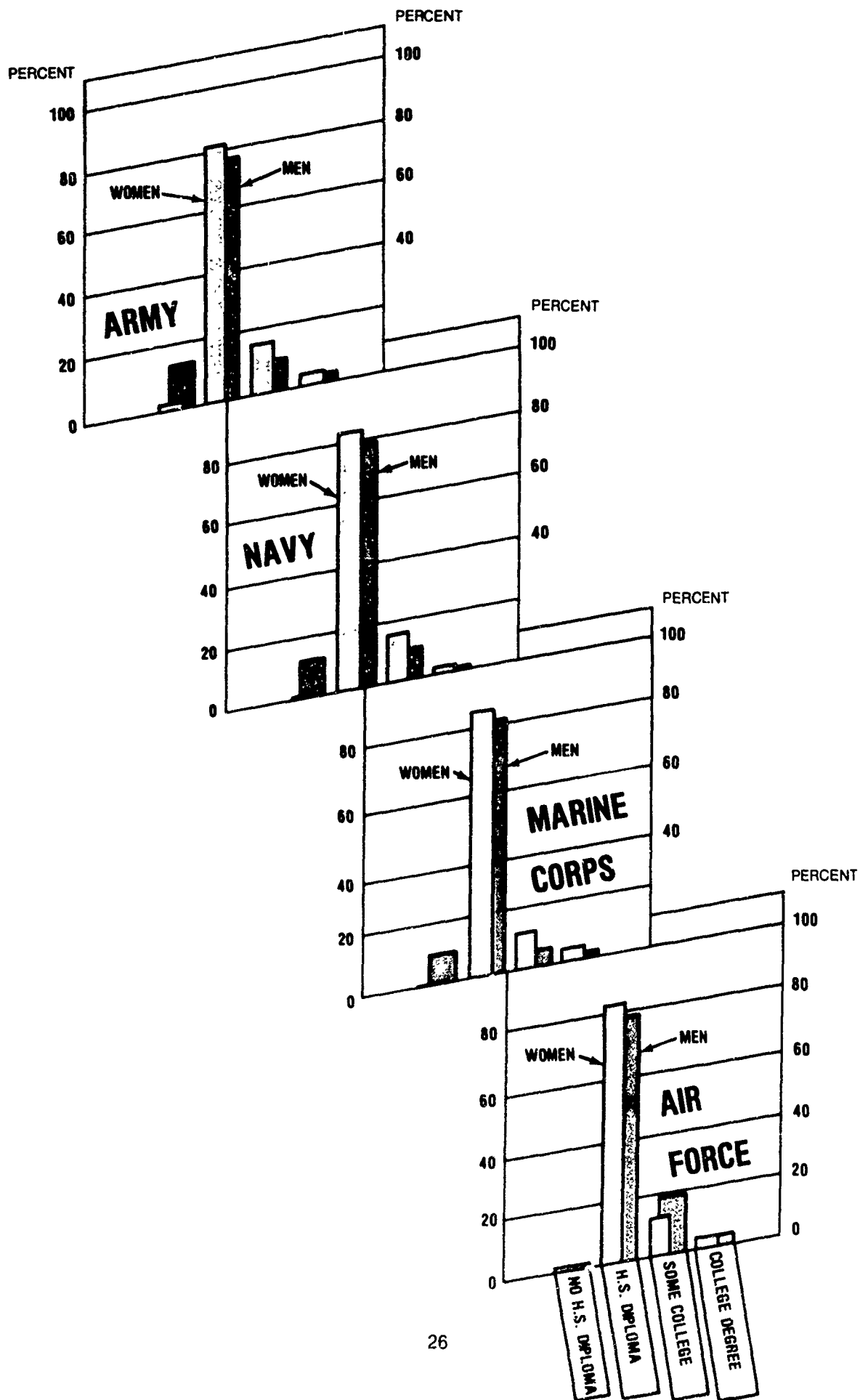
# ENLISTED EDUCATION LEVELS TOTAL DoD — FY 1982



At least a high-school diploma is desirable for every member of the enlisted force. In general, this educational standard is required by the Services for advancement to NCO/Petty Officer status. The category

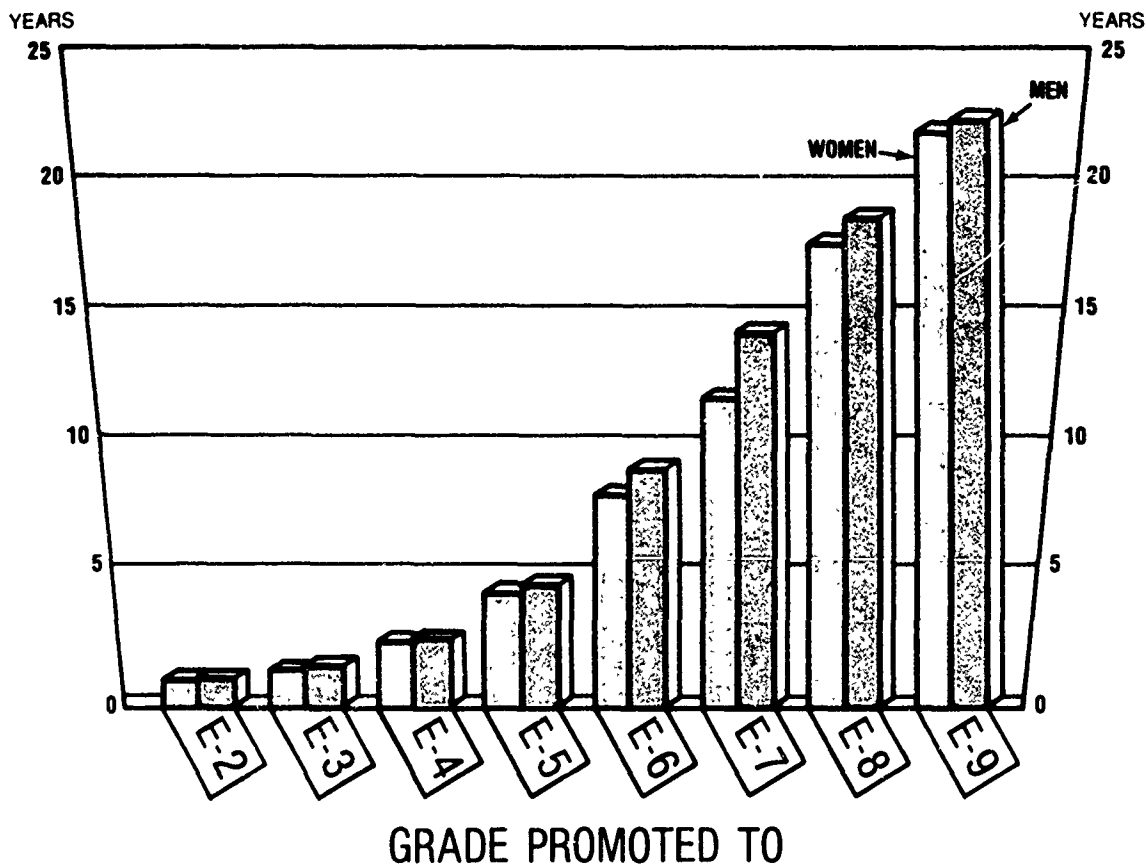
of high-school diploma includes those with a GED completion certificate. Enlisted women in the military tend to be better educated than their male counterparts.

# ENLISTED EDUCATION LEVELS — FY 1982





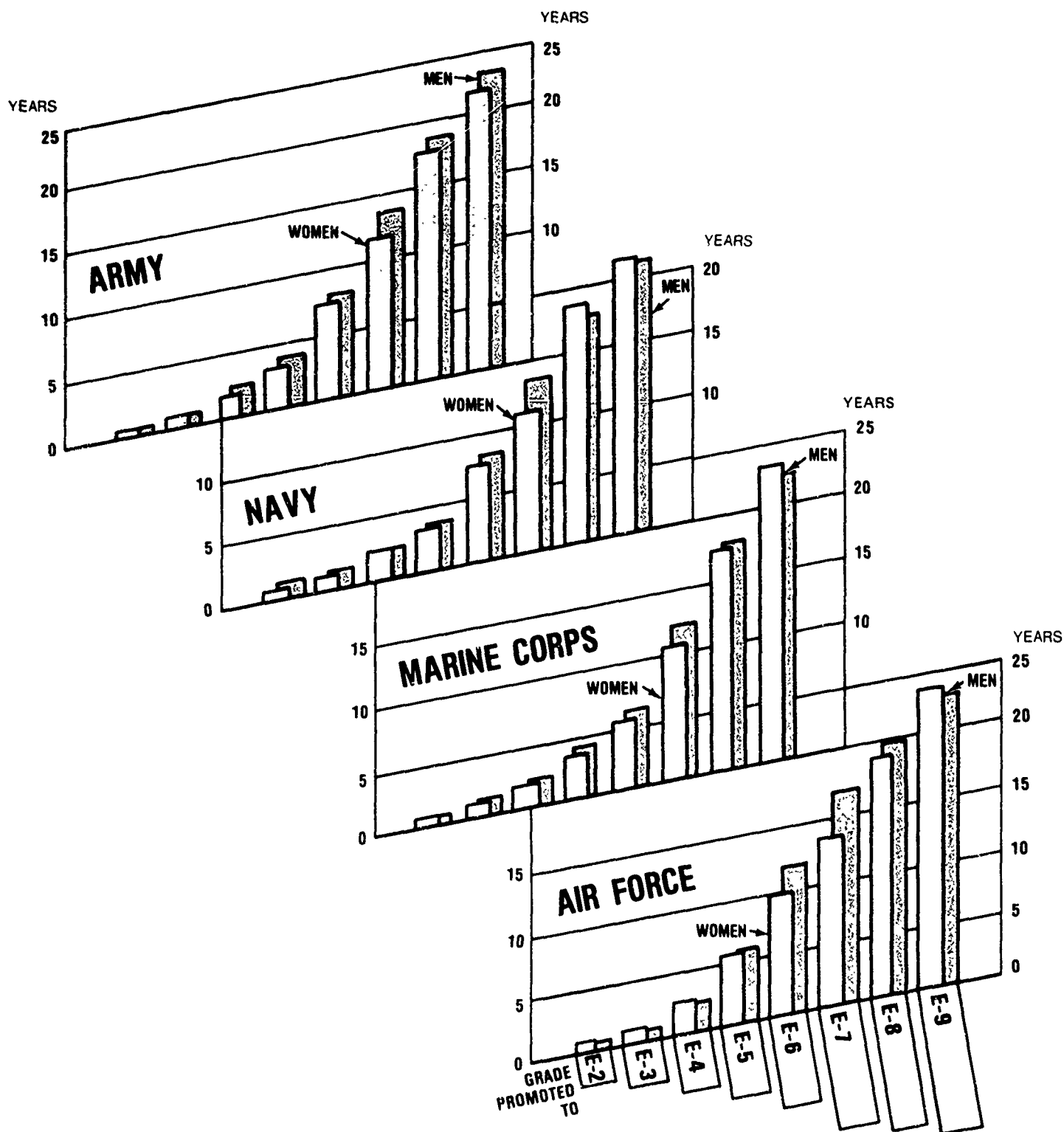
# AVERAGE TIME IN SERVICE WHEN PROMOTED TOTAL DoD — FY 1982



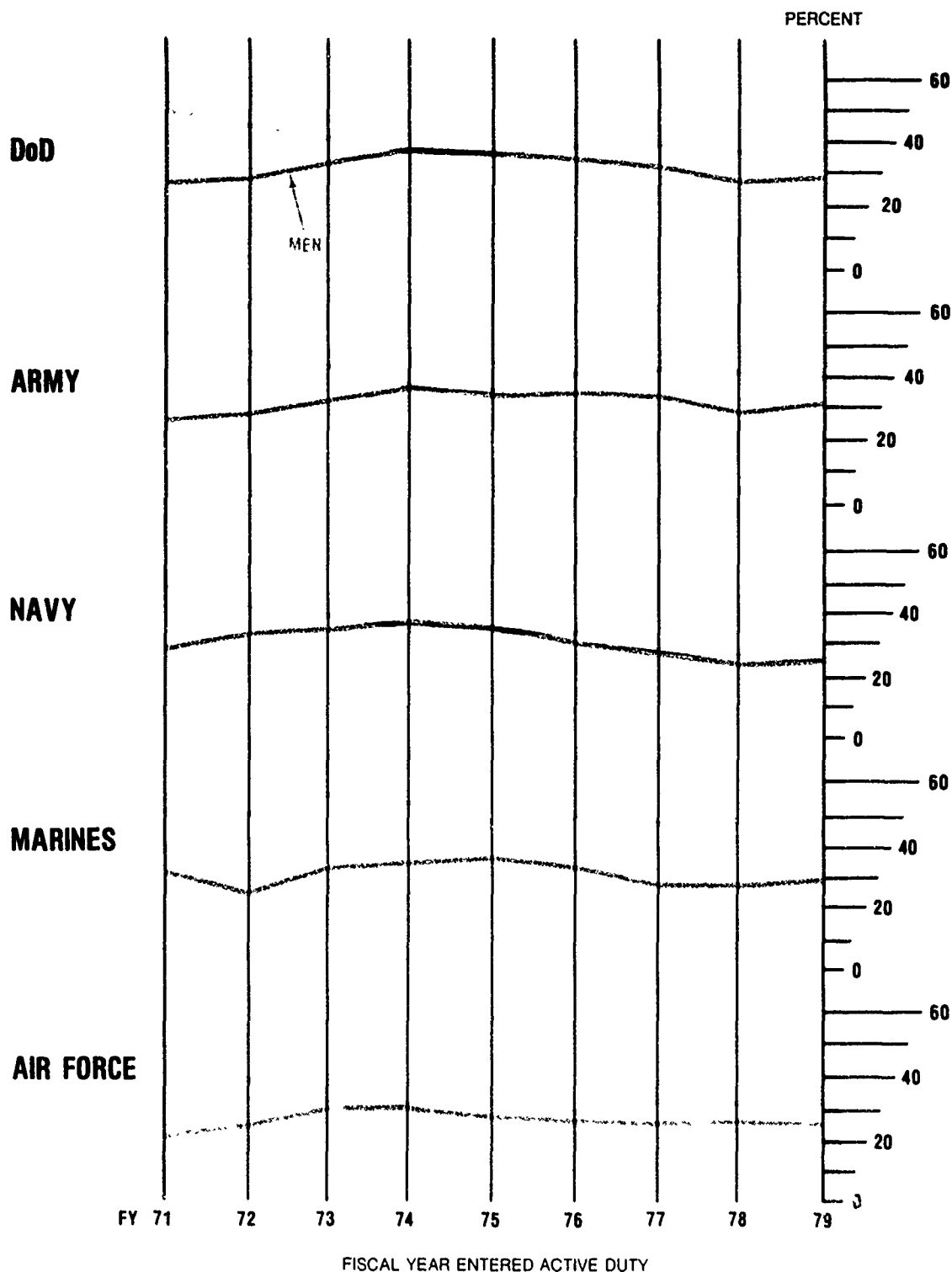
In general, enlisted women who were promoted in FY 1982 had less average time in the military (when promoted) than enlisted men. This pattern is consistent across all Services and holds at all grades except E-8 in the Navy and E-9 in the Navy, Marine Corps, and Air Force. One explanation is that enlisted women in most grades are better educated than their male counterparts. Another explanation is that enlisted women are performing better than men. These charts do not imply that more women than men are getting

promoted; only that women who were promoted in 1982 have less time in service than men who were promoted. Static promotion comparisons are difficult to make; DoD does not have a standardized promotion system that all Services use. Instead, broad policy guidance on minimum time-in-service for each grade is provided to the Services. OSD encourages Service and occupational promotion differentials within these broad guidelines to fit the needs of each individual Service.

# AVERAGE TIME IN SERVICE WHEN PROMOTED — FY 1982



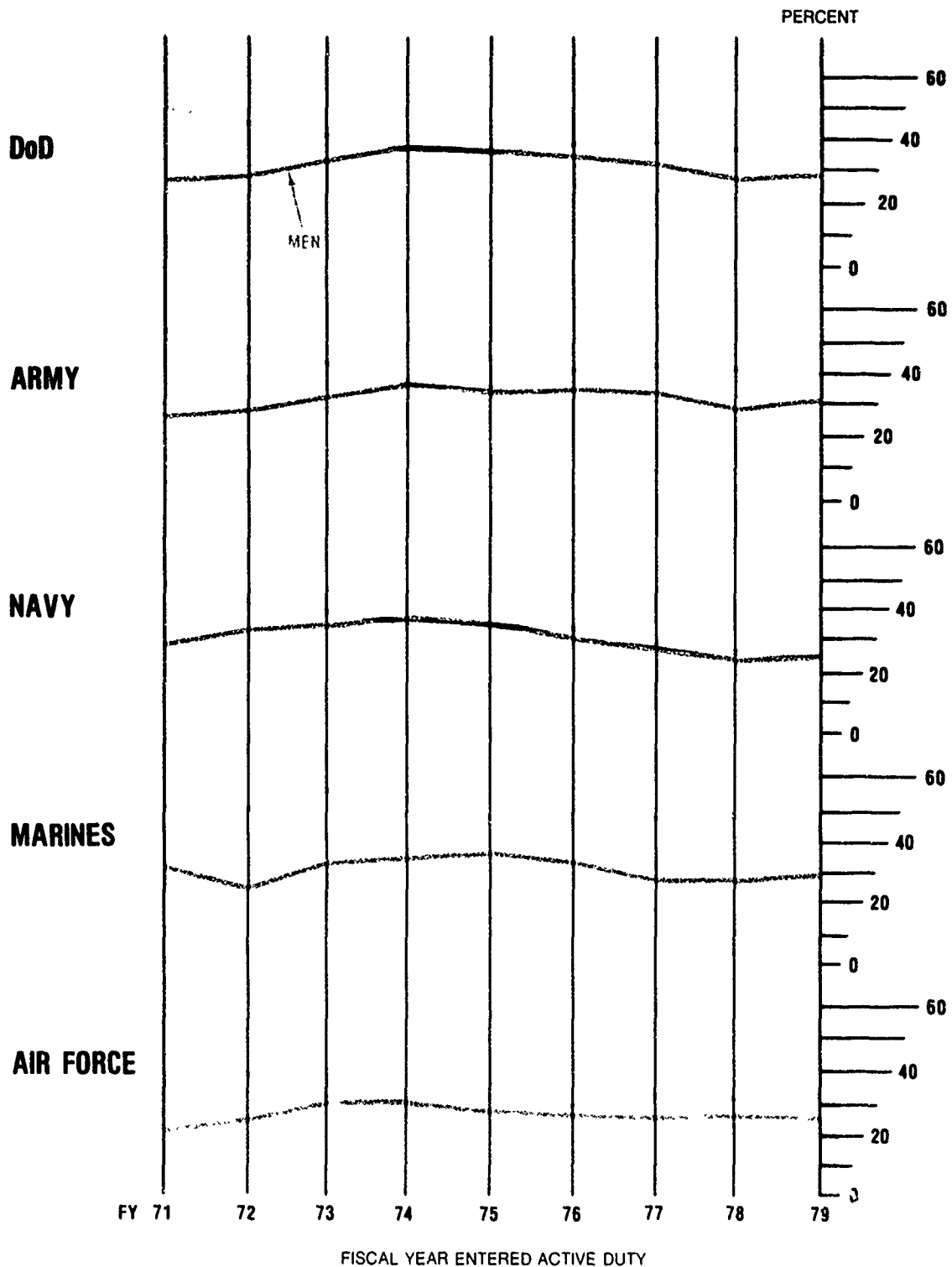
# THREE-YEAR ATTRITION PERCENTAGES OF DoD ACTIVE DUTY NPS ENLISTEES



Attrition or early turnover is the loss of first-term enlisted personnel prior to the completion of thirty-six months of active service and is expressed as a percentage of early-leavers in a group that entered military service in the same year. Three-year attrition

for both men and women in all DoD has declined slightly in recent years, and further declines are projected. Attrition experience varies across Services. Attrition is a complex subject; aspects of it are reviewed in succeeding pages.

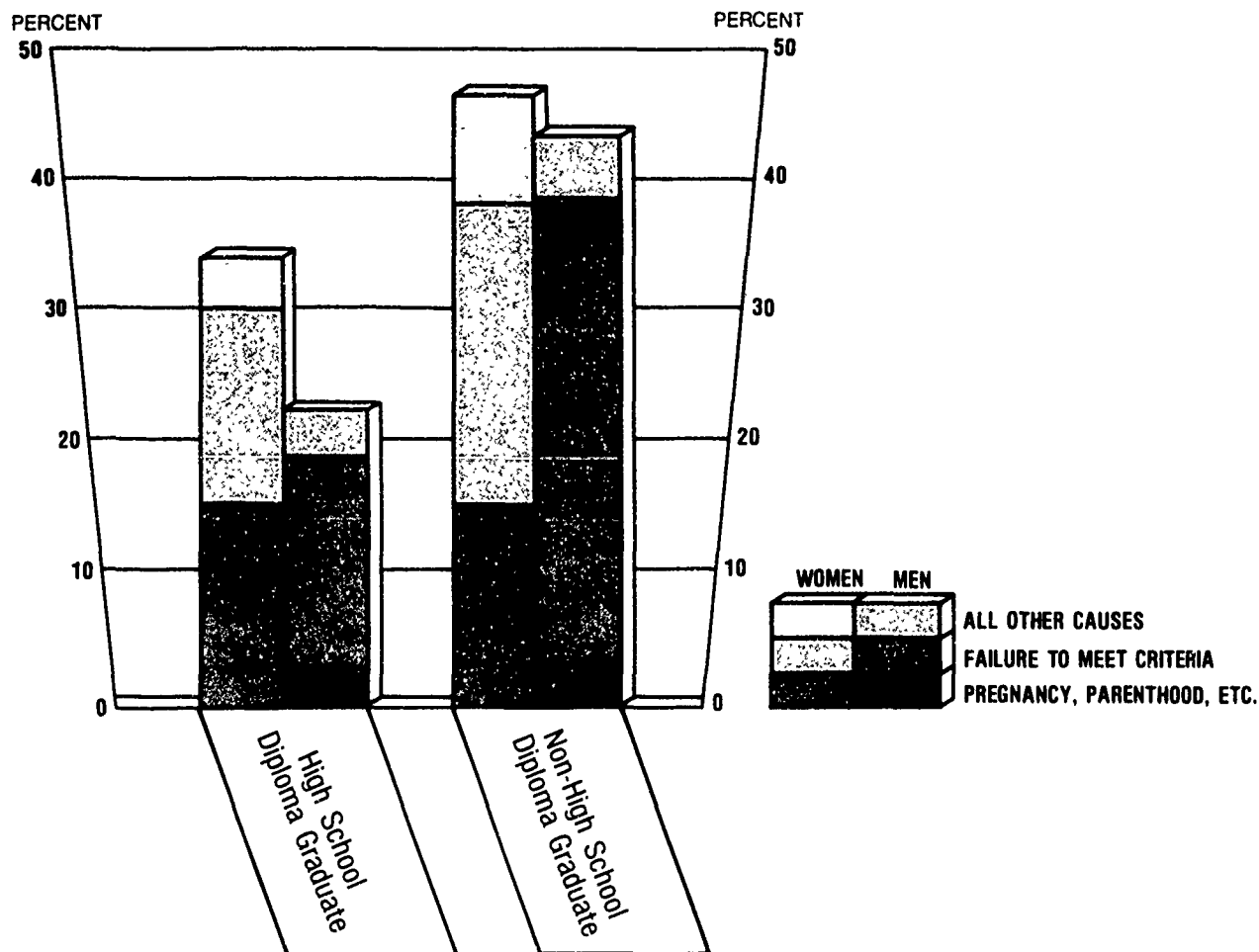
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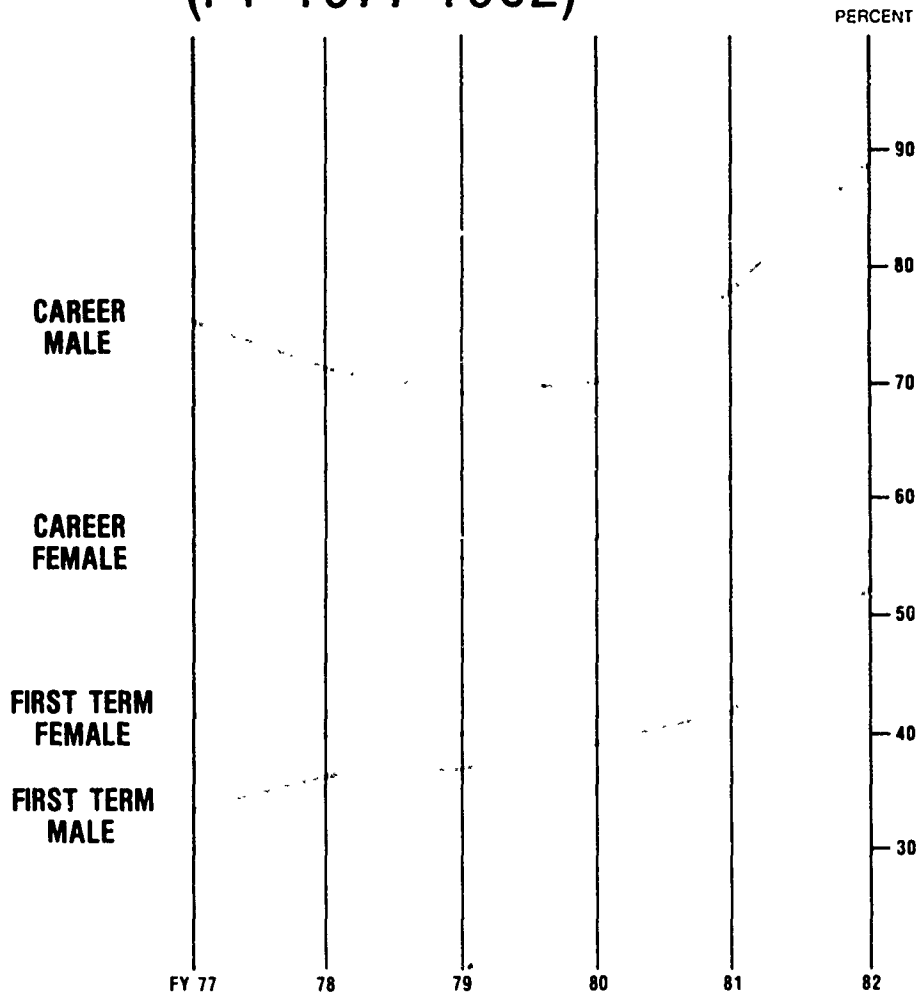
# THREE YEAR ATTRITION BY SEX AND EDUCATION DoD FY 1979 COHORT — as of SEPTEMBER 1982



Attrition also varies by Service member characteristic. Data for the FY 1979 non-prior service accession cohort is typical. Possession of a high school diploma is the most significant discriminator for attrition measurement. Women high school diploma graduates (HSDG) have a higher rate of attrition than men. For HSDG, the difference is attributable to a category of

separations that includes pregnancy and parenthood. Non-high school diploma graduate (NHSDG) women have greater attrition than men in the category that includes pregnancy and parenthood; NHSDG men have greater attrition than women for failure to satisfy behavioral or performance criteria.

# DoD REENLISTMENT RATE (FY 1977-1982)



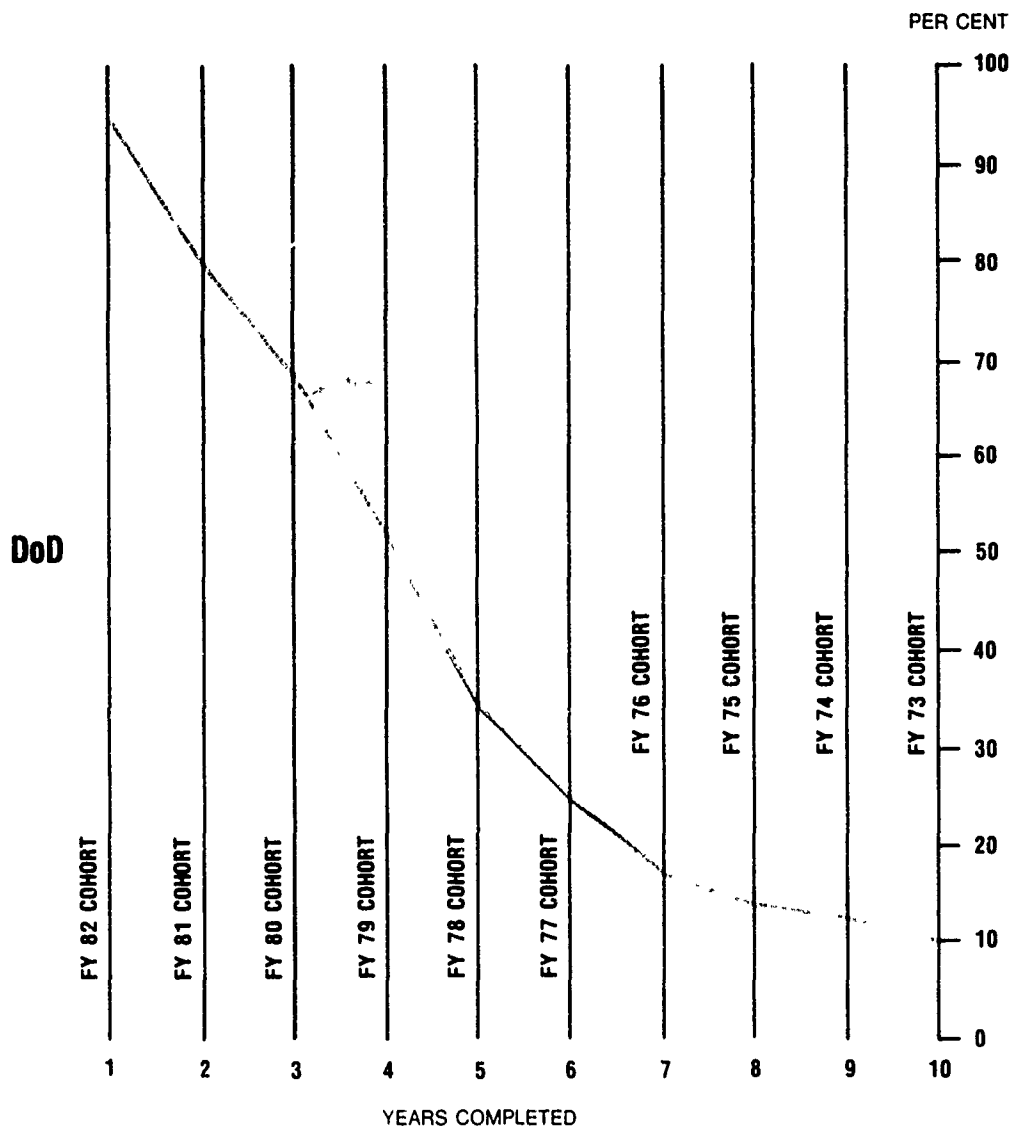
Retention as a generic term describes the numbers and rates of individuals who remain in military service beyond the expiration of their enlistment or reenlistment contract. Individuals remain in the military either by extending (amending an existing contract) or reenlisting (executing a new contract). The retention focus tends to be on the latter group because reenlistment is an act that represents a positive commitment to remain for additional years of service. Extensions are perceived as postponements of the reenlistment decision although extensions of three years are usually treated as reenlistments. One type of retention rate is the reenlistment rate shown above.

Reenlistment (executing a new contract) describes what an individual does. The DoD accumulates the numbers of reenlistments that occur in each Service in a given time period and calculates a reenlistment rate as a measure of the Service retention program. Reenlistment is a privilege and not a right, and Service members must be eligible for reenlistment. Ineligibility rates vary widely and can be as high as fifty percent for first-termers in some Services. The denominator of the reenlistment rate is the number

eligible for reenlistment. Thus, reenlistment rates are affected by both the number of actual reenlistments as well as the number of eligibles. This latter category is Command and Service influenced and can vary significantly from year to year. Reenlistment rates are usually computed by category, i.e., whether individuals are on an initial contract (first-termers) or a second or subsequent contract (careerists).

Retention has improved significantly during the past year, particularly among career Non-commissioned and Petty Officers. The positive trend appears to be continuing in FY 1983. Discriminating among the many factors which influence retention is difficult. The comparability pay raise, implementation of a variable housing allowance, expansion of the selective reenlistment bonus programs, increases in sea and submarine duty pay in the Navy, and a renewed pride in the military are having a positive effect on retention of career personnel. The state of the economy also has an impact. Retention is always difficult in skills with high civilian marketability and in arduous skills such as the combat arms and, with an improving economic environment, could become more so.

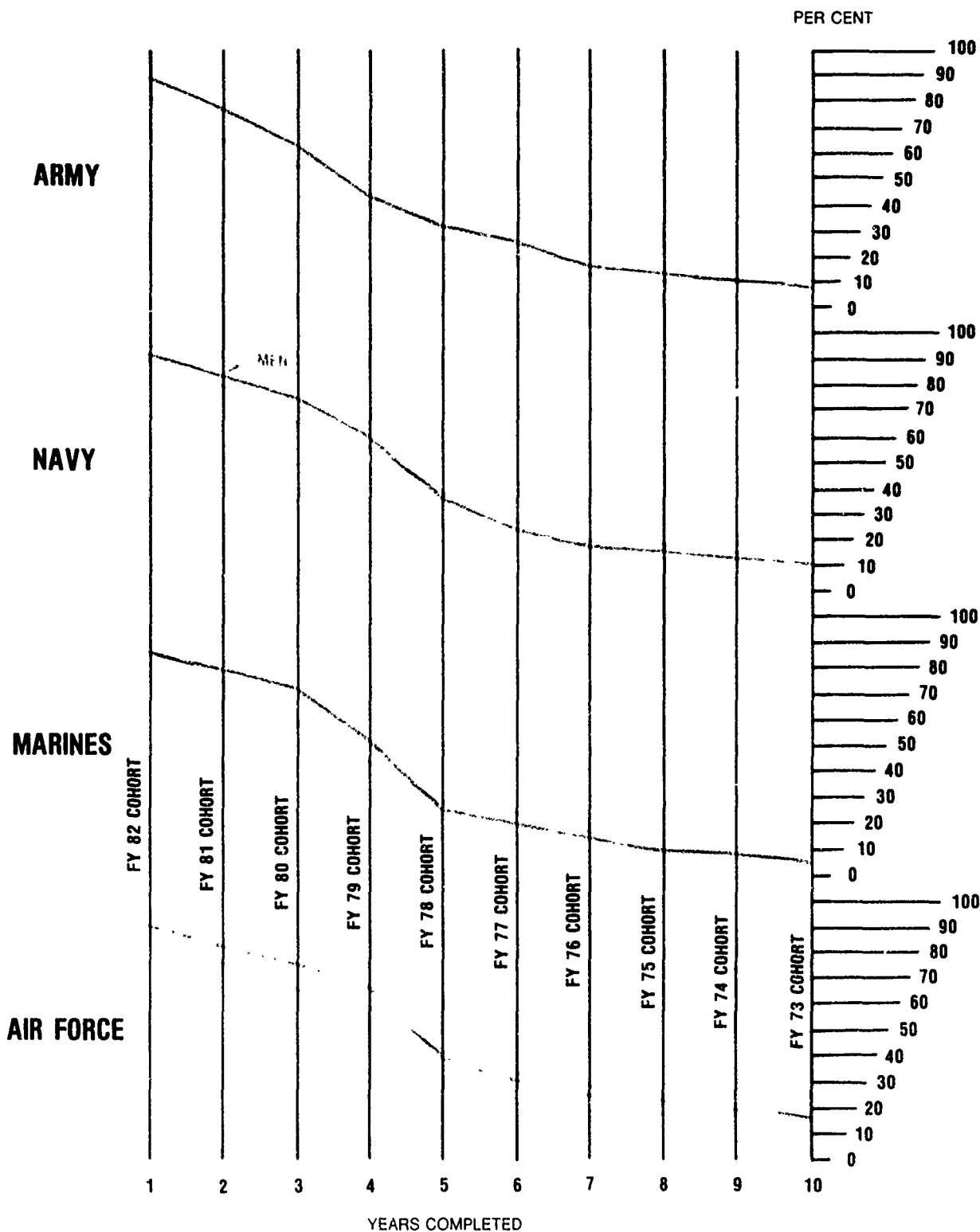
# DoD ENLISTED COHORT RETENTION — as of SEPTEMBER 1982



Another way to view retention is through a concept called net retention or "survival." This concept merges attrition losses, losses at expiration of term of service, reenlistment gains and extension gains into one measure: the proportion of those who entered in a given year who are still in service. This data compares net retention of enlisted men and women for the most recent non-prior service entry cohort to complete a given year of service. For example, only the FY73 entry cohort has completed ten years of service, but five cohorts (FY73-77) have completed six years of service. Data for the most recent cohort to complete six years of service (FY76 cohort) are displayed.

Thus, this chart represents the "survival" experience of the most recent entry cohort to reach each year of service point. The data portray the DoD net retention pattern: proportionally more men than women in a cohort stay through about five years of service, but then proportionally more women in a cohort remaining beyond that. This pattern is true of all the Services except the Army where proportionally more men than women remain in all cohorts except FY 73. One interpretation of this data is that the earlier higher attrition losses for women are not made up until the first-term reenlistment point when women tend to reenlist at a higher rate than men.

# NET ENLISTED COHORT RETENTION — as of SEPTEMBER 1982





# **INTRODUCTION TO SECTION III**

## **MEASURES OF PROGRESS, 1973-1982**

An effective method to compare the progress of any group through a system is by cohort analysis. One selects a group based on certain characteristics and then tracks that group over time. Cohort analysis is the basis of the graphical portrayal contained in this section. Data for enlisted cohorts after FY78 and officer cohorts after FY77 are not shown. Because of limited time in service, all men and women in these cohorts are clustered in the lower grades. Their progress will not be of interest until later years. Percentages and absolute numbers are shown. Some cells, particularly at higher grades, have small numbers and percentage comparisons may not be significant.

### **Enlisted Advancement**

The cohorts selected for analysis are based on entry into the Armed Forces during a particular fiscal year. Men and women who had no prior military service and who entered the military during each fiscal year beginning with FY73 were selected as cohorts. The progress of each of these cohorts is then tracked over the intervening years to the present. Of interest is how many of these men and women are still in service and, if they are, to what grades have they progressed. For

example, the first chart graphically portrays the percent of enlisted men and women who entered military service in FY73, who remained in military service through FY82, and who achieved at least the grade shown. For ease of comparison, grades are shown on a cumulative basis. For example, grade E-6 and above includes all those who have advanced to the grades of E-6, E-7, E-8, and E-9.

### **Officer Advancement**

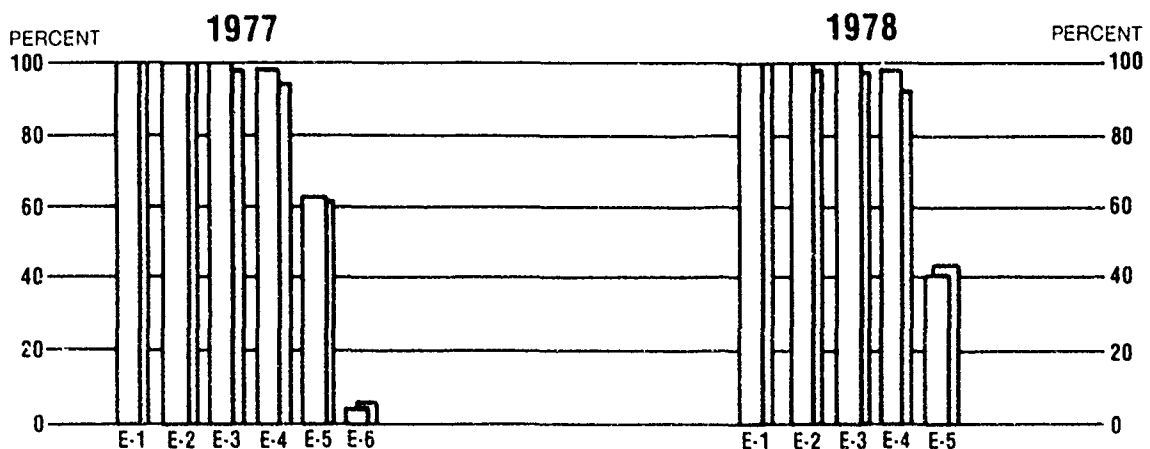
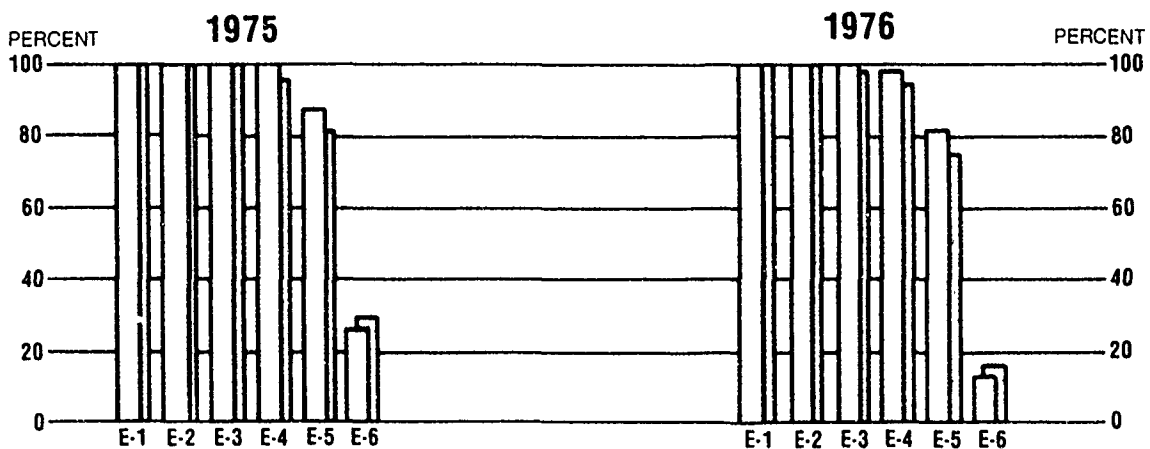
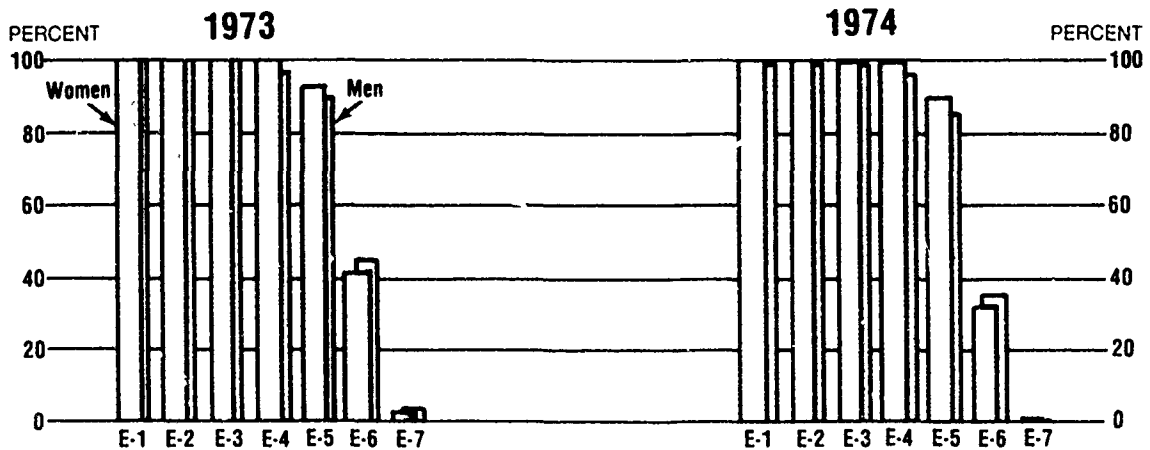
The cohort concept is applicable, but, because of different entry systems for the officer force, the use of non-prior service entry cohorts is not meaningful. A different set of officer cohort groups was selected for portrayal. The first cohort group is composed of men and women who were at pay grade 01 in FY72 and each succeeding year. The second cohort group is composed of men and women who were at pay grade 04 in FY72 and each succeeding year. Progress of men and women officers in these cohorts who stayed in service through FY82 is compared. Officer data is also portrayed on a cumulative basis.

SECTION  
III  
MEASURES  
OF PROGRESS

# ENLISTED ADVANCEMENT

## DoD — as of FY 1982

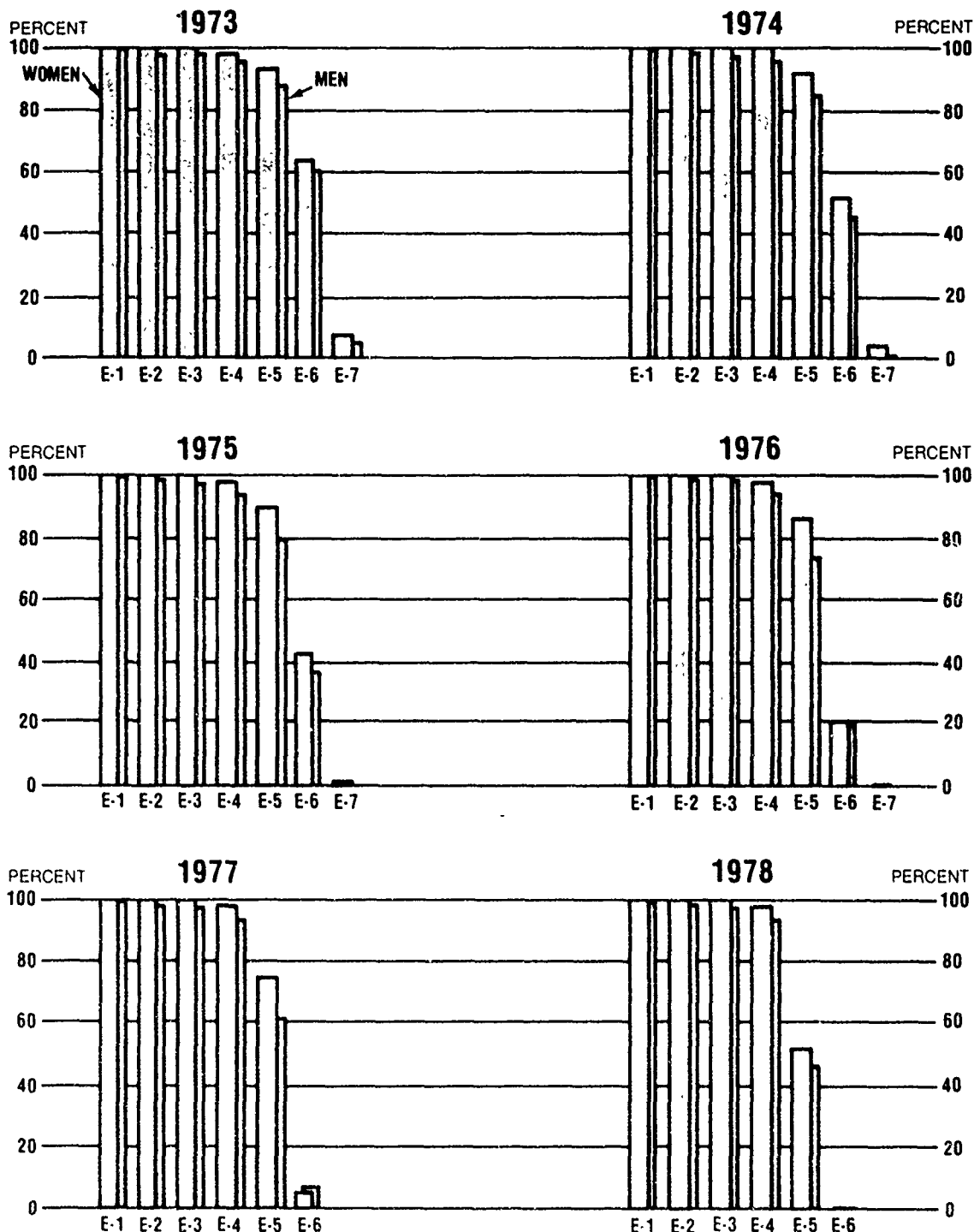
FISCAL YEAR	ACCESSIONS		NUMBER REMAINING AS OF FY 1982		PERCENT REMAINING AS OF FY 1982	
	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN
1973	20 078	378 869	2 631	40 673	13 *	10.7
1974	30 477	350 855	4 334	44 173	14.2	12.6
1975	35 136	368 259	5 478	50 598	15.2	13.7
1976	30 294	356 132	5 560	60 412	18.4	17.0
1977	29 928	340 852	7 518	85 484	25.1	25.1
1978	37 324	266 607	12 625	90 219	33.8	33.8



Cumulative grade achieved in percent as of 1982 by those who entered in year shown and who remained in service

# ENLISTED ADVANCEMENT ARMY — as of FY 1982

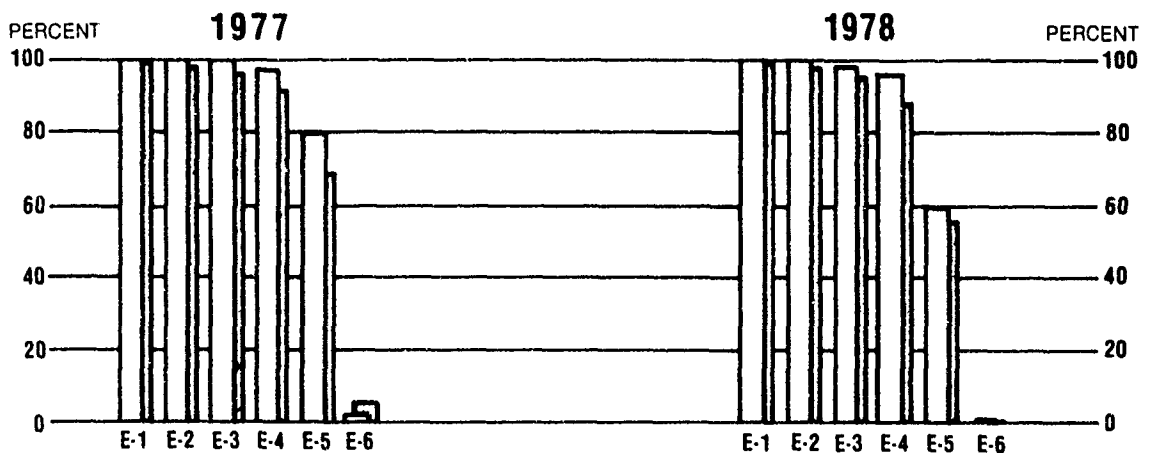
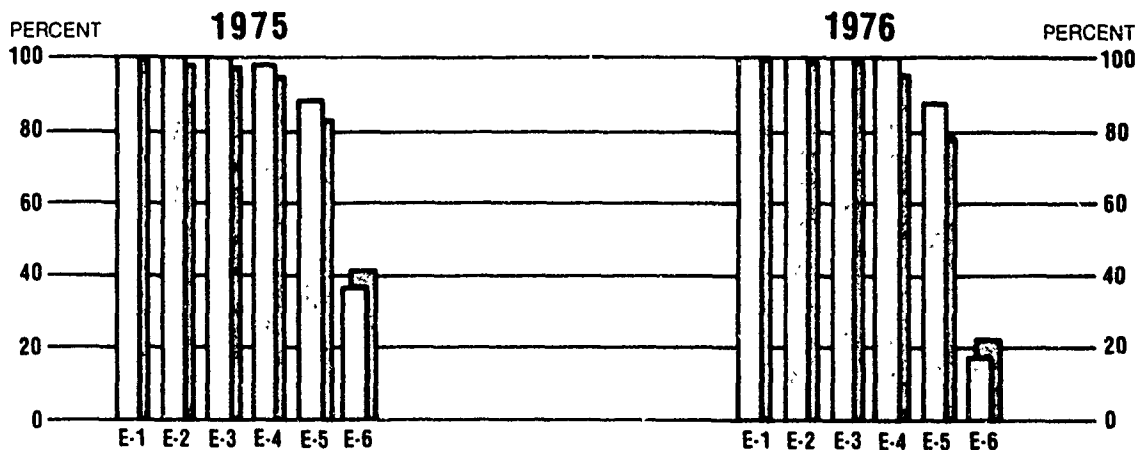
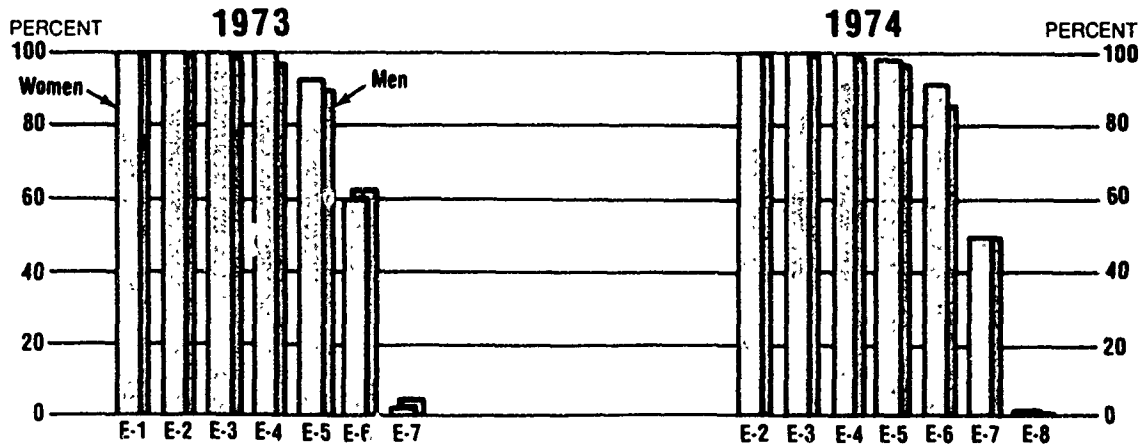
FISCAL YEAR	ACCESSIONS		NUMBER REMAINING AS OF FY 1982		PERCENT REMAINING AS OF FY 1982	
	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN
1973	8,188	157,791	812	14,467	9.9	9.2
1974	14,872	161,400	1,538	17,669	10.3	10.9
1975	18,455	160,990	1,948	20,069	10.6	12.5
1976	17,557	160,519	2,103	25,457	13.5	15.9
1977	14,435	146,904	2,852	34,532	19.6	23.5
1978	17,246	104,514	4,837	32,537	28.0	31.1



Cumulative grade achieved in percent, as of 1982 by those who entered in year shown and who remained in service

# ENLISTED ADVANCEMENT NAVY — as of FY 1982

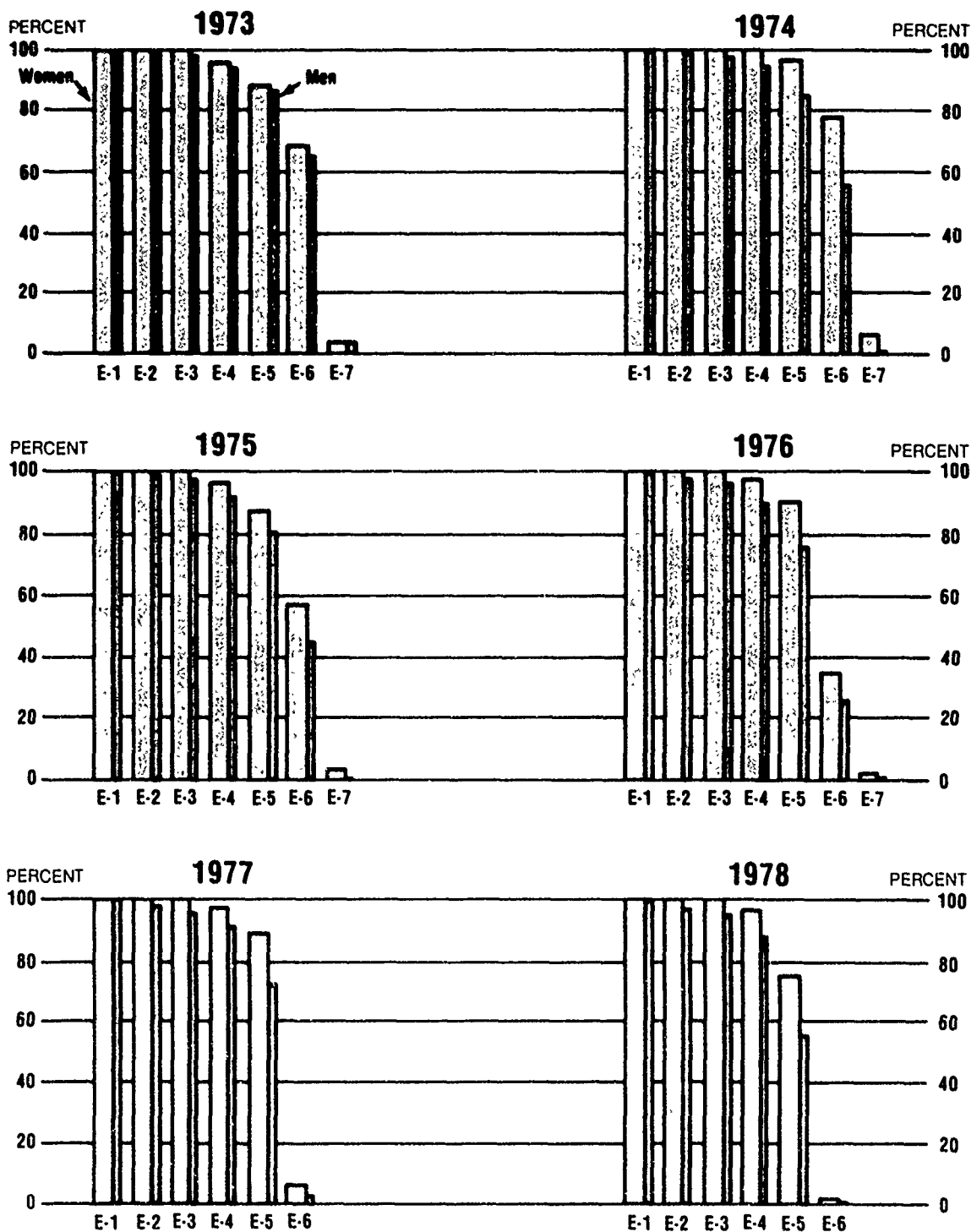
FISCAL YEAR	ACCESSIONS		NUMBER REMAINING AS OF FY 1982		PERCENT REMAINING AS OF FY 1982	
	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN
1973	4 939	88 401	642	8 736	13.0	9.9
1974	5 670	82 102	952	9 547	14.3	11.6
1975	6 706	89 686	1 086	11 975	16.2	13.4
1976	5 054	85 399	946	14 221	18.8	16.7
1977	4 648	92 972	1 308	24 248	28.1	26.1
1978	5 572	77 513	2 121	26 781	38.1	36.9



Cumulative grade achieved, in percent, as of 1982 by those who entered in year shown and who remained in service

# ENLISTED ADVANCEMENT USMC — as of FY 1982

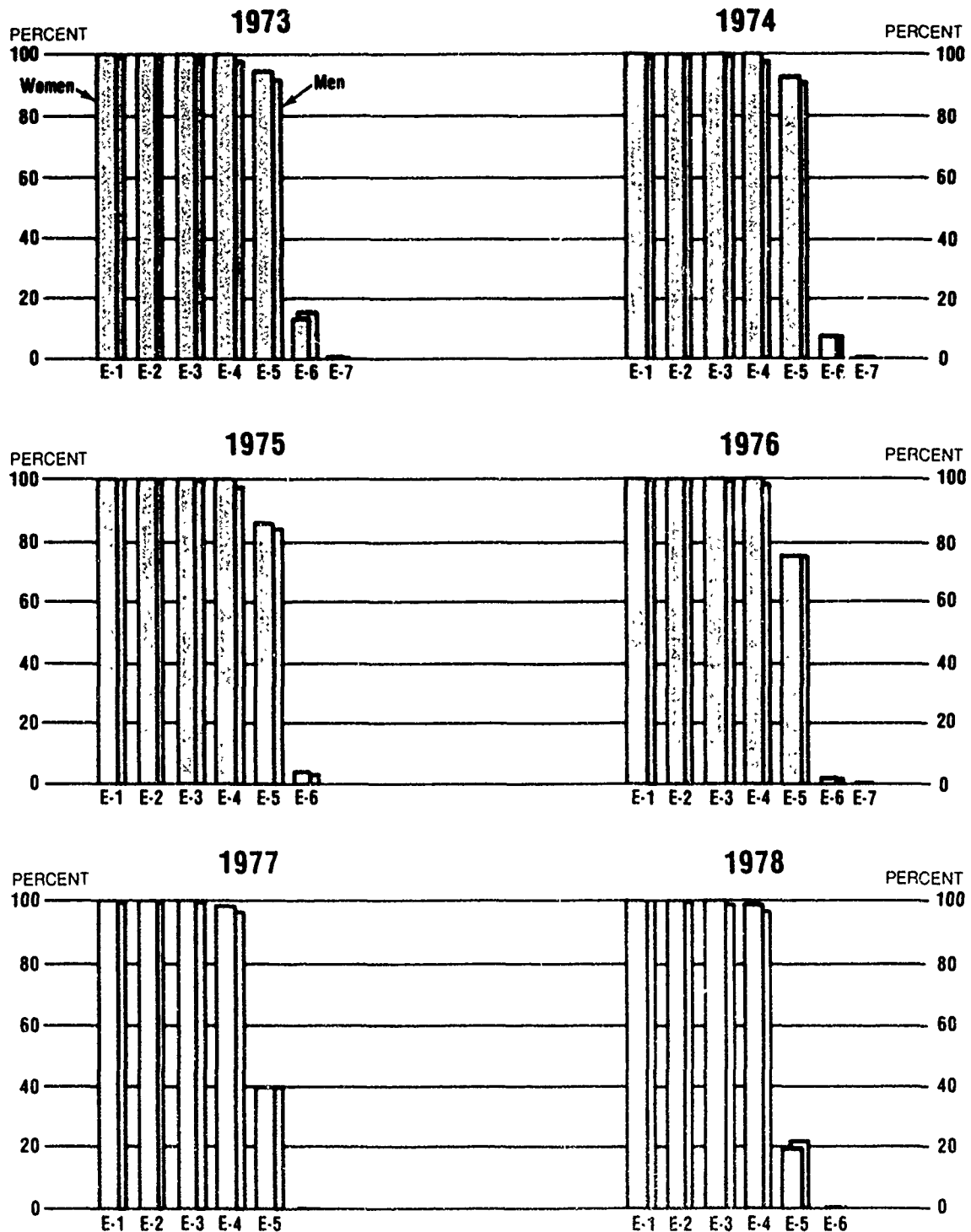
FISCAL YEAR	ADDITIONS		NUMBER REMAINING AS OF FY 1982		PERCENT REMAINING AS OF FY 1982	
	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN
1973	657	44,972	51	3,350	7.8	7.3
1974	827	47,771	70	3,862	8.5	9.0
1975	1,296	53,894	136	5,180	10.5	9.6
1976	1,202	48,016	184	6,420	15.3	13.4
1977	1,393	40,628	31	8,037	22.3	19.8
1978	2,164	35,294	594	9,078	27.4	25.7



Cumulative grade achieved, in percent, as of 1982 by those who entered in year shown and who remained in service

# ENLISTED ADVANCEMENT USAF — as of FY 1982

FISCAL YEAR	ADDITIONS		NUMBER REMAINING AS OF FY 1982		PERCENT REMAINING AS OF FY 1982	
	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN
1973	6,244	86,105	1,126	14,120	17.9	16.3
1974	8,108	64,582	1,174	13,095	21.9	20.3
1975	9,679	53,689	2,306	13,374	23.8	21.0
1976	8,481	62,118	2,324	14,314	27.4	23.0
1977	9,452	60,348	4,048	16,666	32.2	27.9
1978	12,339	54,288	5,073	21,823	41.1	40.2

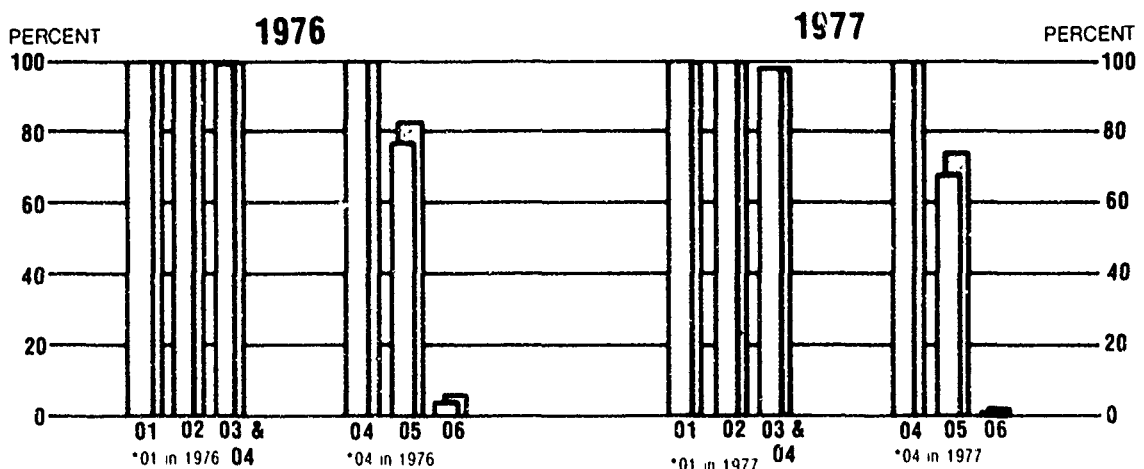
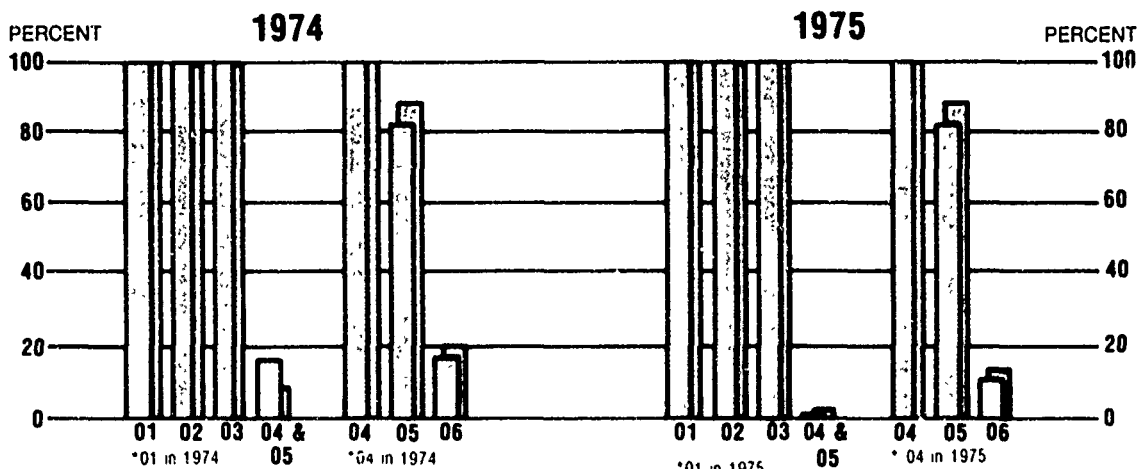
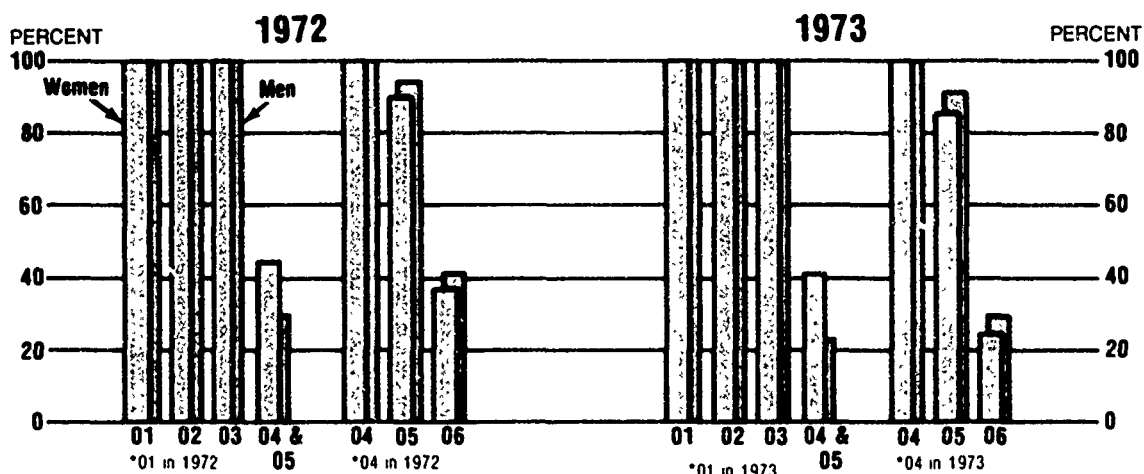


Cumulative grade achieved, in percent, as of 1982 by those who entered in year shown and who remained in service

# OFFICER ADVANCEMENT TOTAL DoD — as of 1982

FISCAL YEAR	NUMBER OF 01		NUMBER REMAINING		PERCENT REMAINING	
	WOMEN	MEN	AS OF FY 1982	AS OF FY 1982	AS OF FY 1982	AS OF FY 1982
1972	2 124	32 004	401	10 761	18.9	33.6
1973	2 421	34 677	621	13 355	25.6	38.5
1974	2 921	36 742	961	16 886	32.9	46.0
1975	2 573	30 902	1 037	16 458	40.3	53.3
1976	2 589	28 836	1 152	17 569	44.5	60.9
1977	3 080	29 543	1 700	20 781	55.2	70.1

FISCAL YEAR	NUMBER OF 04		NUMBER REMAINING		PERCENT REMAINING	
	WOMEN	MEN	AS OF FY 1982	AS OF FY 1982	AS OF FY 1982	AS OF FY 1982
1972	1 929	59 228	458	19 269	23.7	32.5
1973	1 809	51 987	574	21 731	32.0	37.5
1974	1 648	55 362	656	24 609	39.8	44.4
1975	1 554	53 170	752	26 681	48.4	50.2
1976	1 562	50 704	885	30 006	56.8	59.2
1977	1 667	48 614	1 123	32 781	66.6	67.4



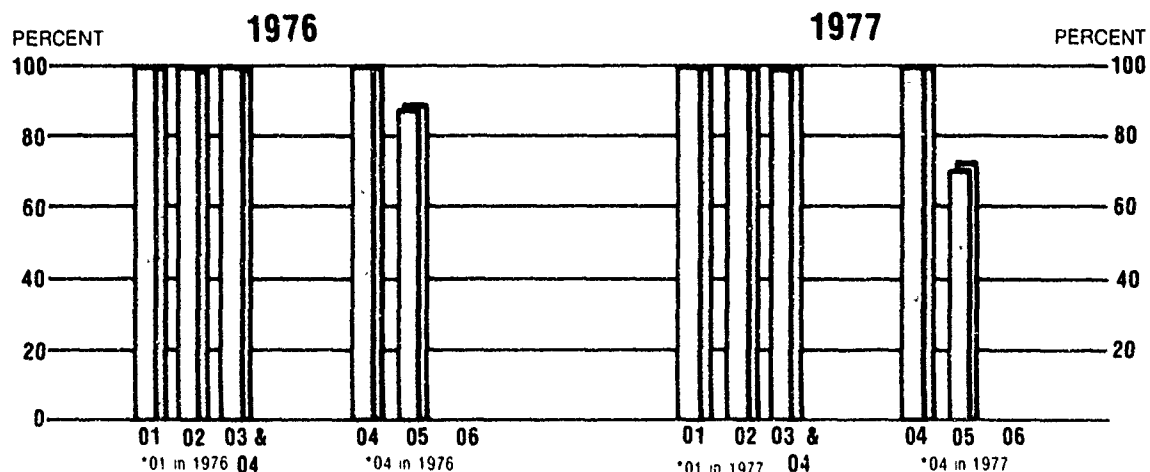
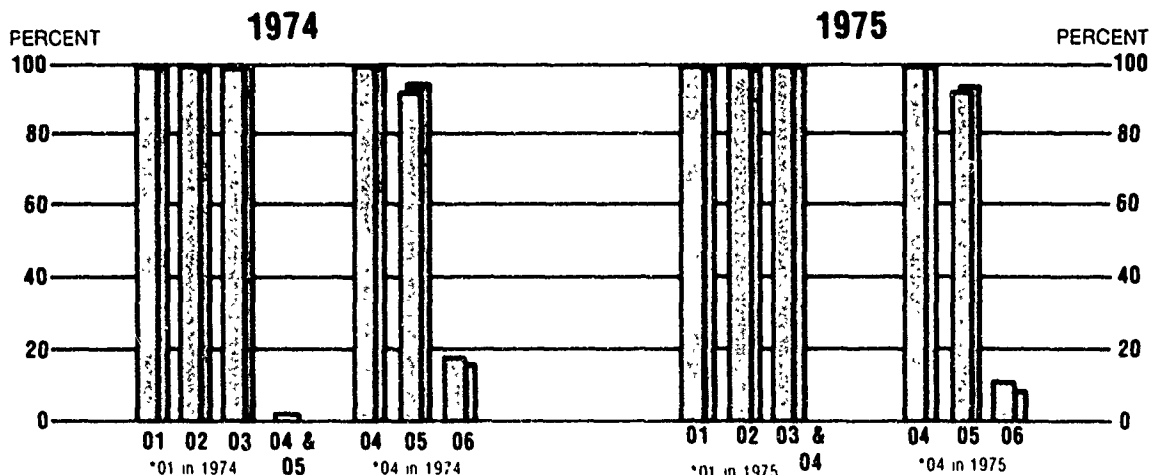
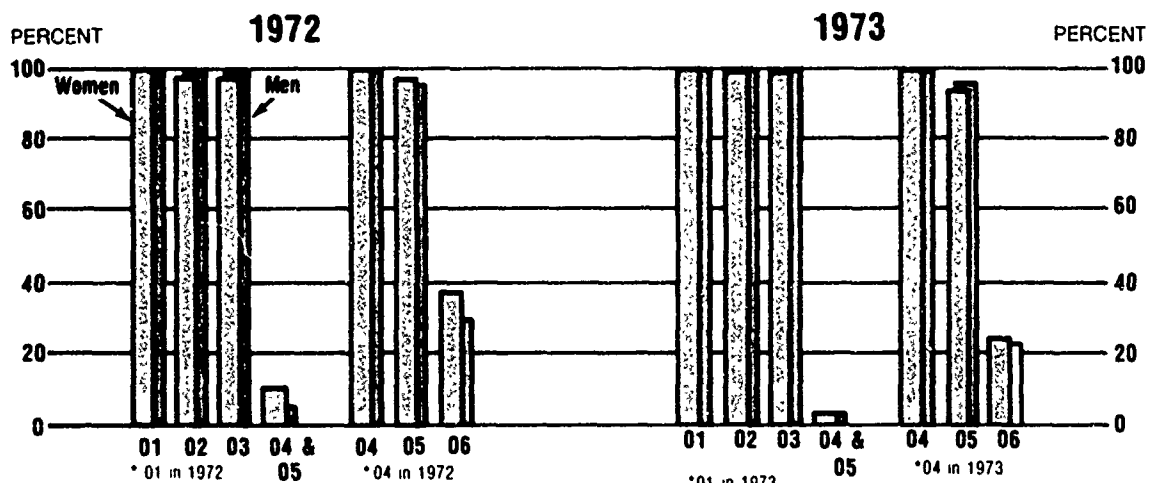
\*Cumulative grade achieved, in percent, as of 1982 by officers who were at grade 01 or grade 04 in year shown and who remained in service



# OFFICER ADVANCEMENT ARMY — as of 1982

FISCAL YEAR	NUMBER OF 01 WOMEN	NUMBER OF 01 MEN	NUMBER REMAINING AS OF FY 1982 WOMEN	NUMBER REMAINING AS OF FY 1982 MEN	PERCENT REMAINING AS OF FY 1982 WOMEN	PERCENT REMAINING AS OF FY 1982 MEN
1972	566	9,491	85	2,923	15.0	30.8
1973	548	12,169	116	4,134	21.2	34.0
1974	692	12,371	194	4,995	28.0	40.4
1975	595	9,892	225	3,788	37.8	38.4
1976	941	10,032	390	5,447	41.4	54.3
1977	1,297	10,486	633	6,524	48.8	62.2

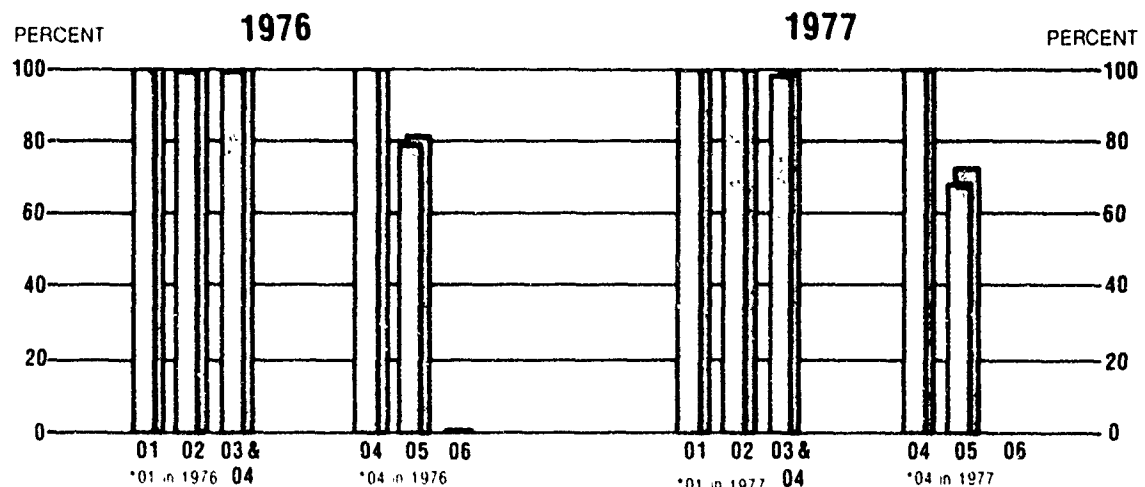
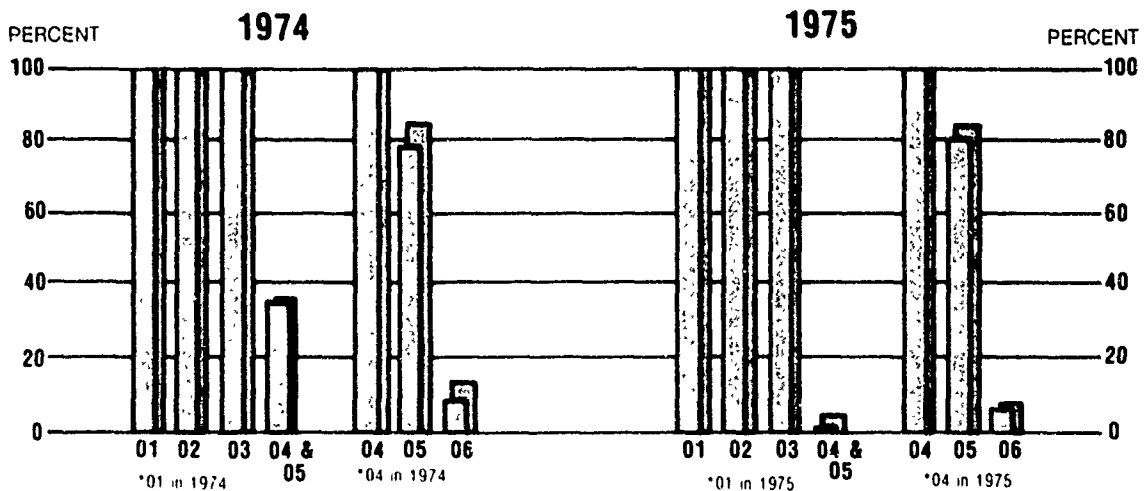
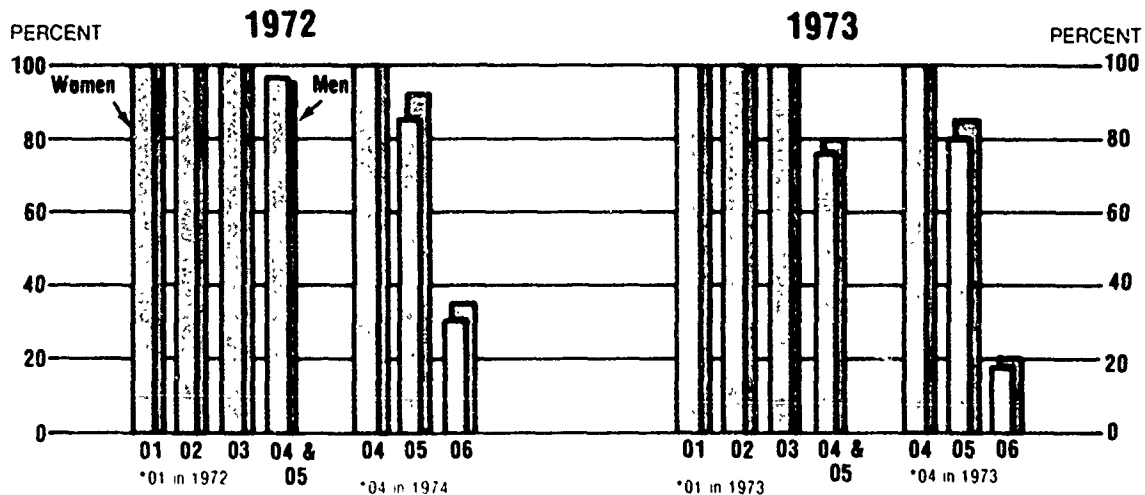
FISCAL YEAR	NUMBER OF 04 WOMEN	NUMBER OF 04 MEN	NUMBER REMAINING AS OF FY 1982 WOMEN	NUMBER REMAINING AS OF FY 1982 MEN	PERCENT REMAINING AS OF FY 1982 WOMEN	PERCENT REMAINING AS OF FY 1982 MEN
1972	556	19,766	135	7,511	24.0	38.0
1973	428	18,521	112	7,506	26.2	40.5
1974	385	17,349	174	7,912	45.2	45.6
1975	386	16,734	213	8,406	55.2	50.2
1976	407	16,499	264	9,723	64.9	58.1
1977	431	16,114	323	10,866	74.6	67.4



\*Cumulative grade achieved, in percent, as of 1982 by officers who were at grade 01 or grade 04 in year shown and who remained in service

# OFFICER ADVANCEMENT NAVY — as of 1982

FISCAL YEAR	NUMBER OF OFFICERS		NUMBER REMAINING		PERCENT REMAINING		PERCENT REMAINING		PERCENT REMAINING		PERCENT REMAINING	
	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN
1972	AD6	844	76	104	1.4	12.3	1.4	12.3	1.4	12.3	1.4	12.3
1973	1002	4267	104	104	1.4	12.3	1.4	12.3	1.4	12.3	1.4	12.3
1974	1115	4340	111	111	1.4	12.3	1.4	12.3	1.4	12.3	1.4	12.3
1975	1091	4114	109	109	1.4	12.3	1.4	12.3	1.4	12.3	1.4	12.3
1976	686	64	68	64	1.4	12.3	1.4	12.3	1.4	12.3	1.4	12.3
1977	114	8434	114	8434	1.4	12.3	1.4	12.3	1.4	12.3	1.4	12.3

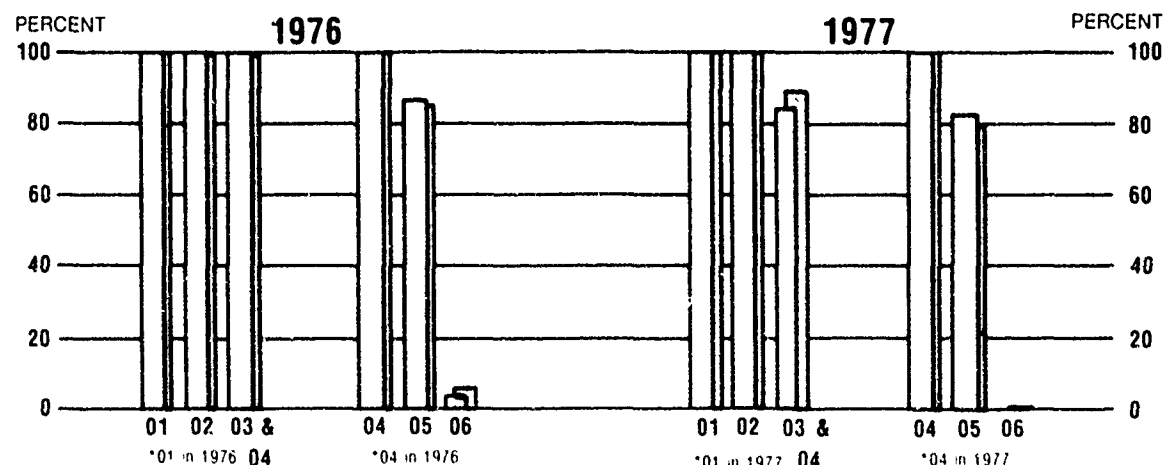
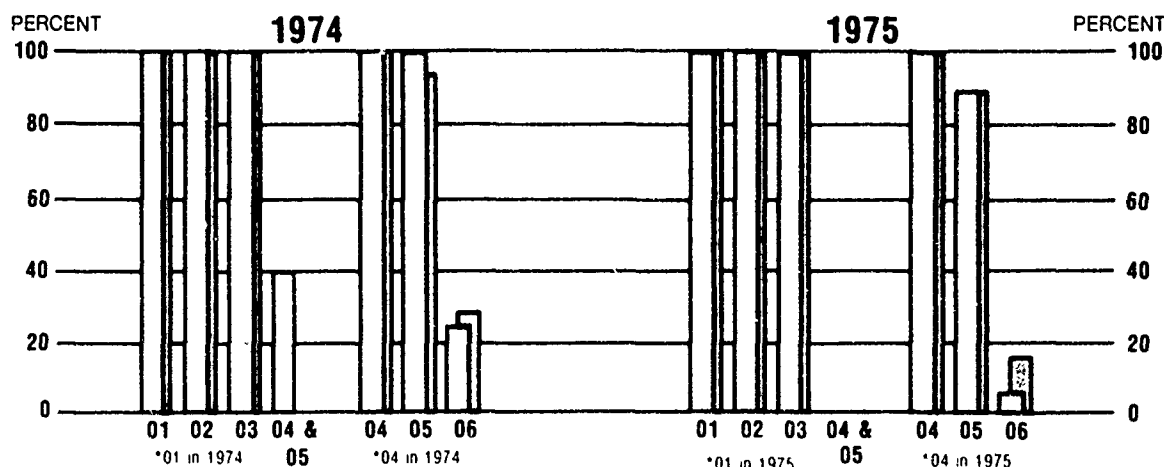
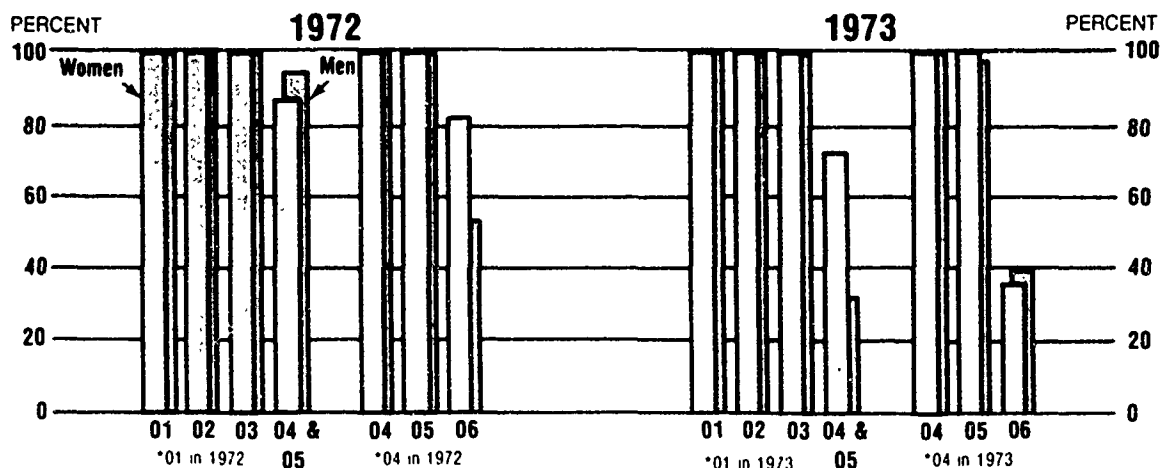


\*Cumulative grade achieved in percent as of 1982 by officers who were at grade 01 or grade 04 in year shown and who remained in service

# OFFICER ADVANCEMENT MARINE CORPS — as of 1982

FISCAL YEAR	NUMBER OF 01		NUMBER REMAINING		PERCENT REMAINING	
	WOMEN	MEN	AS OF FY 1982	AS OF FY 1982	AS OF FY 1982	AS OF FY 1982
1971	1	138	563	16.7	28.4	
1972	94	1073	946	19.2	33.0	
1973	111	1764	1737	15.6	41.2	
1974	97	1764	1706	17.0	45.8	
1975	111	1764	1706	17.0	49.0	
1976	111	1764	1706	17.0	61.0	

FISCAL YEAR	NUMBER OF 01		NUMBER REMAINING		PERCENT REMAINING	
	WOMEN	MEN	AS OF FY 1982	AS OF FY 1982	AS OF FY 1982	AS OF FY 1982
1977	2	3066	5	18.5	27.7	
1978	32	2970	11	34.4	33.0	
1979	30	2926	13	43.3	39.5	
1980	16	2947	18	50.0	47.3	
1981	19	2819	21	59.0	53.4	
1982	41	2771	30	73.2	60.0	

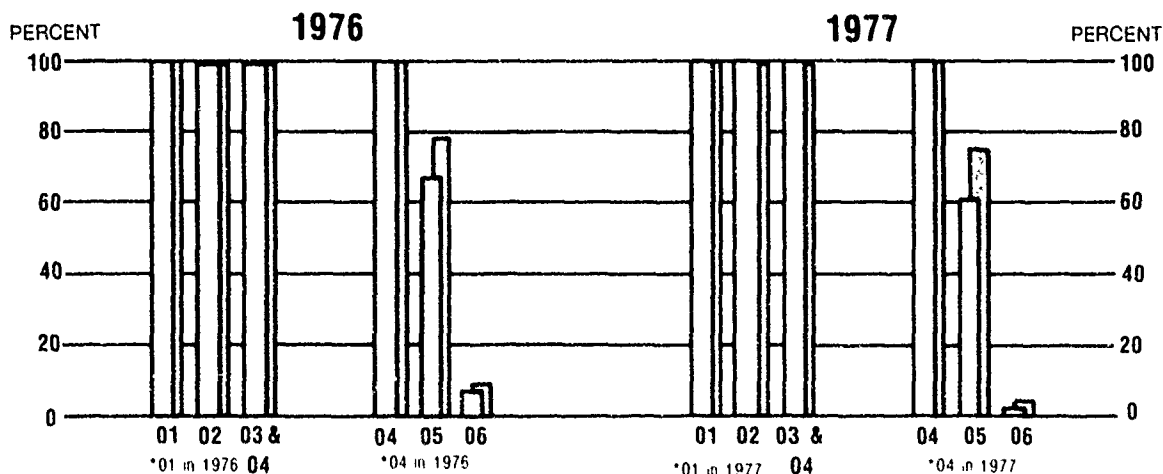
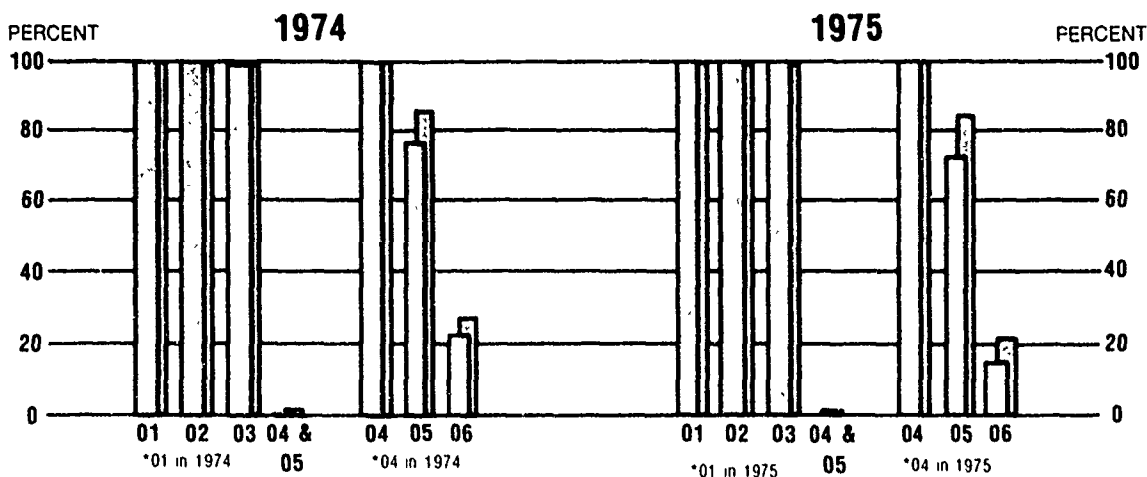
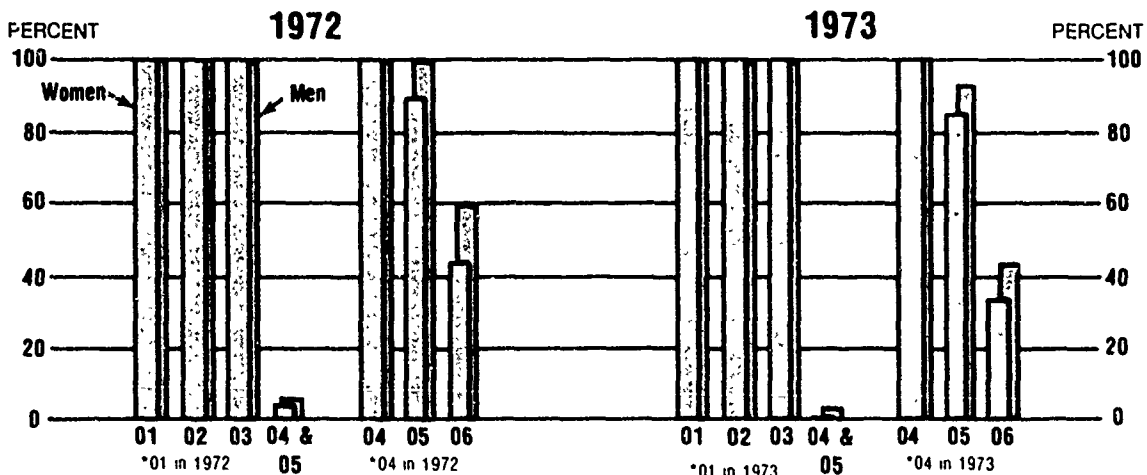


\*Cumulative grade achieved, in percent, as of 1982 by officers who were at grade 01 or grade 04 in year shown and who remained in service

# OFFICER ADVANCEMENT AIR FORCE — as of 1982

FISCAL YEAR	NUMBER OF		NUMBER REMAINING		PERCENT REMAINING	
	WOMEN	MEN	AS OF FY 1982	AS OF FY 1982	AS OF FY 1982	AS OF FY 1982
1972	710	12 053	147	4 878	20.7	40.5
1973	577	10 237	178	5 157	30.8	50.4
1974	957	12 735	347	6 919	36.3	54.3
1975	1 089	10 103	437	6 354	40.1	62.9
1976	831	7 564	373	5 713	44.9	75.5
1977	896	7 418	531	6 297	59.3	84.9

FISCAL YEAR	NUMBER OF		NUMBER REMAINING		PERCENT REMAINING	
	WOMEN	MEN	AS OF FY 1982	AS OF FY 1982	AS OF FY 1982	AS OF FY 1982
1978	98	12 808	147	6 030	18.4	26.4
1979	198	11 548	181	6 64	23.7	32.8
1980	52	20 961	276	8 871	30.0	42.3
1981	694	19 948	270	9 769	38.9	49.0
1982	659	18 687	319	11 297	48.4	60.4
1983	732	17 904	440	12 466	60.1	69.6



\*Cumulative grade achieved, in percent, as of 1982 by officers who were at grade 01 or grade 04 in year shown and who remained in service